



ESTABLISHED 1926

LONDOLZI®

THE IMPACT JOURNEY

1926 TOWARDS 2026



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Philosophy | This represents a set of principles and values that Londolozi believes in and operates by.



Case Study | A feature about a particular person, business or event that illustrates the impact that Londolozi has or can have.



Lessons Learnt | A story of successes and failures and the lessons learned.

INTRODUCTION

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In 1926, Charles Varty and his partner Frank Unger purchased a derelict cattle farm called Sparta in the eastern lowveld of South Africa. For many years the families participated in hunting expeditions to this wild place in Africa, where they slept in tents under a giant jackalberry tree. Over time the tents gave way to mud huts, which are still in existence today. In these early years they mostly walked the land and relied on the river for washing, whilst a hole in the ground was used as their toilet. In the early 1970s however, things began to change when John and Dave Varty, founders of Londolozi, dreamed of creating a photographic safari business and prevailed on their mother not to sell the family farm Sparta after their father's untimely death in 1969. And so, it was in 1976 that the humble beginnings of the for-profit conservation development model called Londolozi was established.

By 1990 the Londolozi Conservation Development model, refined through decades of trial and error, had become the inspiration for the establishment of many other similar such organisations which sought to emulate the same guiding principles throughout the tourism industry. In that same year former President Nelson Mandela visited Londolozi and was moved to say the following:

"During my long walk to freedom, I had the rare privilege to visit Londolozi. There I saw people of all races living in harmony amidst the beauty that Mother Nature offers. Londolozi represents a model of the dream I cherish for the future for nature preservation in our country."

After many engagements with Mr. Mandela the Vartys went on to inspire the replication of the Londolozi Conservation Development Model as a blueprint for conservation in the newly formed Democratic South Africa. Mr. Mandela supported the idea of expanding our model to influence and impact conservation

in South Africa and more broadly across sub-Saharan Africa. This resulted in the birth of Conservation Corporation Africa (CCAfrica, now known as &Beyond) which has become a benchmark of operating, training and empowering rural people throughout the safari industry.

Londolozi continued to develop throughout the 1990s within the CCAfrica portfolio, however, in 2007, the Varty family had come full circle and returned to once again operate Londolozi as a family business. Since their return, Londolozi has been continually redefining the 'essence of safari' whilst seeking ways to demonstrate the potential and possibilities of the 'economy of wildlife' as a viable socio-economic development tool offering lasting protection for the environment.

Londolozi continues to advocate for the guiding principles founded in the original Conservation Development Model as endorsed by Nelson Mandela for producing long-term returns for investors whilst simultaneously ensuring sustainable conservation and community upliftment. Through this impact review, we take you on an inward journey to look at the impact we have made since our origins in 1926.

Mandela

Nelson Mandela



LONDOLZI'S PURPOSE

Our original purpose was captured in our mission statement which first came into being in 1976 as follows:



Mission Statement
We aim to create a model
in wise land management
by using the many
qualities of the natural
system and by integrating
our visitors with
the environment and the
local people
to the benefit of all.

Our primary objective
is to demonstrate
that man and wildlife
can interact on
a sustainable basis.



By 2007 this mission had evolved into Londolozi becoming “a place and a space where people become the best version of themselves whilst creating a world-class adventure experience based on a culture of service, African theatre and learning; which provides the opportunity to leave a legacy that becomes the voice for the right relations between people, the earth and its wild inhabitants.”

In 2015, we introduced Vision 2020 Project, which was founded on the five core principles and entitled “accelerating abundance in motion” – 1. hospitality with heart, 2. closed circuit design, 3. heartware, 4. reinvesting profits, and 5. metrics of emotion.

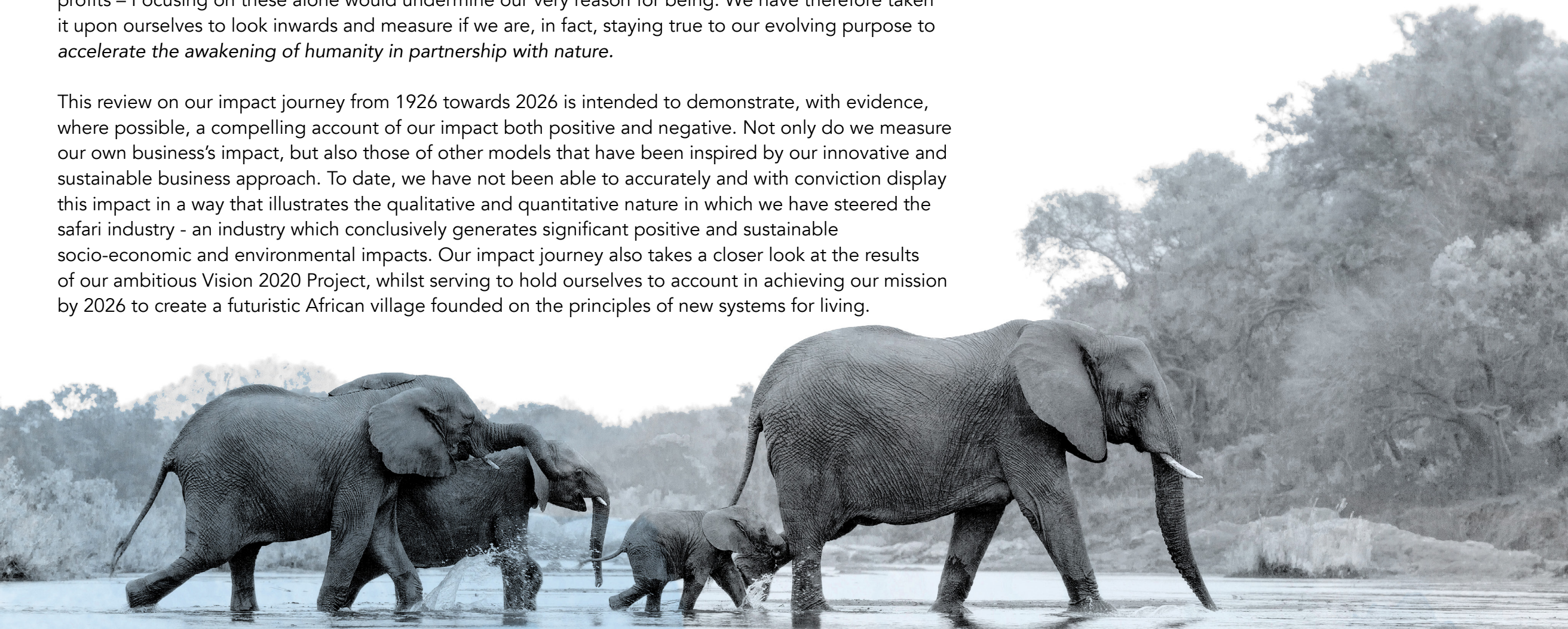
By 2020, our mission had a new purpose to “accelerate the awakening of humanity in partnership with nature”. In this regard, Londolozi has become part of a larger global movement that embraces a village mentality and new systems for living, which includes human integration with the natural world. It is our mission over the next decade to continue to develop Londolozi as a living model to create hope on how we can sustainably live in partnership with nature and our planet.

*“Accelerate the awakening of humanity
in partnership with nature.”*

AWARENESS BRINGS CHANGE - WHY MEASURE IMPACT?

To understand if we are achieving our purpose and if we are maintaining our mission, we need to understand our impact on the families, communities, people, wildlife, land and the economies that we depend on, and which depend upon us. Our impact has shifted from a consumptive hunting model in the 1920s towards a sustainable social enterprise that creates opportunities for rural families and conserves our natural heritage. However, we cannot claim success by measuring only our occupancy or profits – Focusing on these alone would undermine our very reason for being. We have therefore taken it upon ourselves to look inwards and measure if we are, in fact, staying true to our evolving purpose to *accelerate the awakening of humanity in partnership with nature.*

This review on our impact journey from 1926 towards 2026 is intended to demonstrate, with evidence, where possible, a compelling account of our impact both positive and negative. Not only do we measure our own business's impact, but also those of other models that have been inspired by our innovative and sustainable business approach. To date, we have not been able to accurately and with conviction display this impact in a way that illustrates the qualitative and quantitative nature in which we have steered the safari industry - an industry which conclusively generates significant positive and sustainable socio-economic and environmental impacts. Our impact journey also takes a closer look at the results of our ambitious Vision 2020 Project, whilst serving to hold ourselves to account in achieving our mission by 2026 to create a futuristic African village founded on the principles of new systems for living.



A LETTER FROM THE VARTY FAMILY

The evolution of Londolozi's mission incorporates a 'New Narrative' which embraces growing human consciousness and the idea of a shared humanity. We have become part of an emerging global restoration movement that has the potential to set in motion a virtuous cycle of improved education, raised standards of sustainable living and increased economic opportunities towards the protection of precious ecosystems and the reawakening of the human spirit.

Our New Narrative is centred on economic, social and ecological upliftment as a quiet force for good which uses technology as a force multiplier. As we enter this new phase of our existence we are in search of a new order of consciousness and reverence for nature.

We are of the belief that the restoration of the planet will come out of a profound shift in human consciousness, and we invite you to take a moment to explore the impacts Londolozi has made and is still making.

From a humble tent pitched on the banks of the sand river in 1926 to four muds huts built in the 1940s, to the birth of Londolozi in 1976 and now the creation of a futuristic African village by 2026, this 94 year journey has been distilled in the four chapters which record this living restoration story.

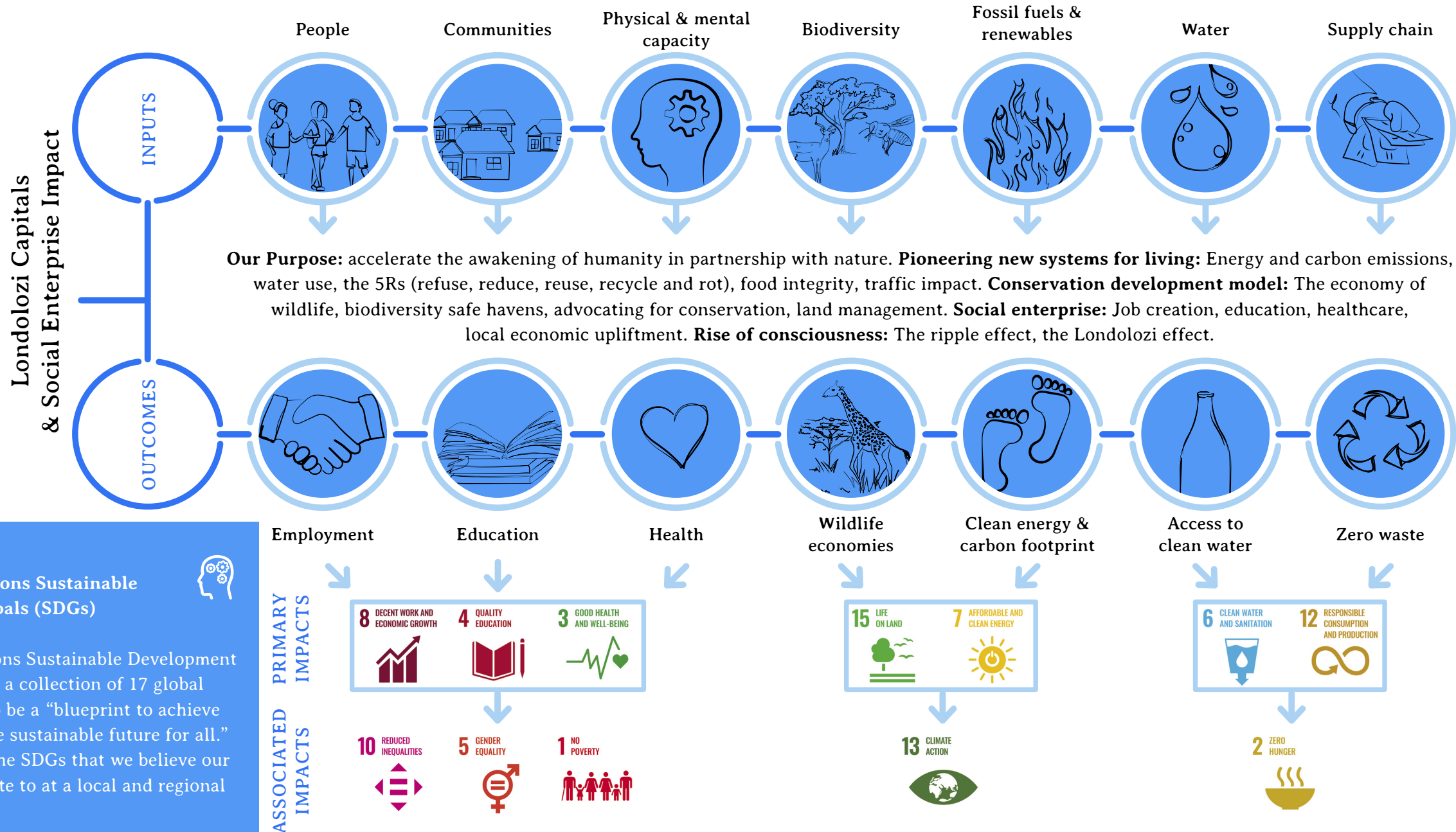
Feel free to walk the journey step by step or plunge in wherever interests you...

Sincerely,

Dave, Shan, Bronwyn and Boyd Varty



OUR IMPACT CAPITALS



Philosophy: The United Nations Sustainable Development Goals (SDGs)



The United Nations Sustainable Development Goals (SDGs) are a collection of 17 global goals designed to be a “blueprint to achieve a better and more sustainable future for all.” These are 11 of the SDGs that we believe our impacts contribute to at a local and regional scale.



pioneering New Systems For Living

The Conservation Development Model



A RISE IN
CONCIOUSNESS



Our Social Enterprise

OUR CIRCULAR ECONOMY
AND DEVELOPMENT MODEL ON ONE PAGE

CHAPTER ONE

PIONEERING NEW SYSTEMS FOR LIVING

PIONEERING NEW SYSTEMS FOR LIVING

At Londolozi we recognise that the requirements of the future must be nurtured for today. This is the inspiration for creating a modern Futuristic African Village, which is intended as a beacon of light and a place where people live in deep harmony with each other and the natural world... a place of belonging... and a place where New Systems for Living are embraced.

We want Londolozi to be a working example of how technology can be utilised to reduce and measure impact within a wilderness area, thereby lowering demand on finite resources such as water and energy. Accordingly, this ethos and philosophy has been written into the Londolozi mandate and implemented across all departments and divisions. This vision is dedicated towards shifting mindsets and embracing a lower impact lifestyle.

We are currently at the forefront of renewable energy including solar power and the intention of migrating to a full fleet of zero emission safari vehicles. We invested in a wastewater recycling treatment plant that is one of the most advanced systems in the Southern Hemisphere in order to be sure that the disposal of our treated wastewater into the wilderness is done with the greatest of care.

We are ardently committed to reducing our waste and continue to search for alternative methods of conducting business on the path to achieving our eventual goal of zero emissions and a closed-circuit consumption model in harmony with nature. We believe that Londolozi should be able to illustrate to all those who find themselves here, whether as a guest or staff, how to use modern technology to support new systems for living and develop a lighter footprint on the land upon which we are all dependent.

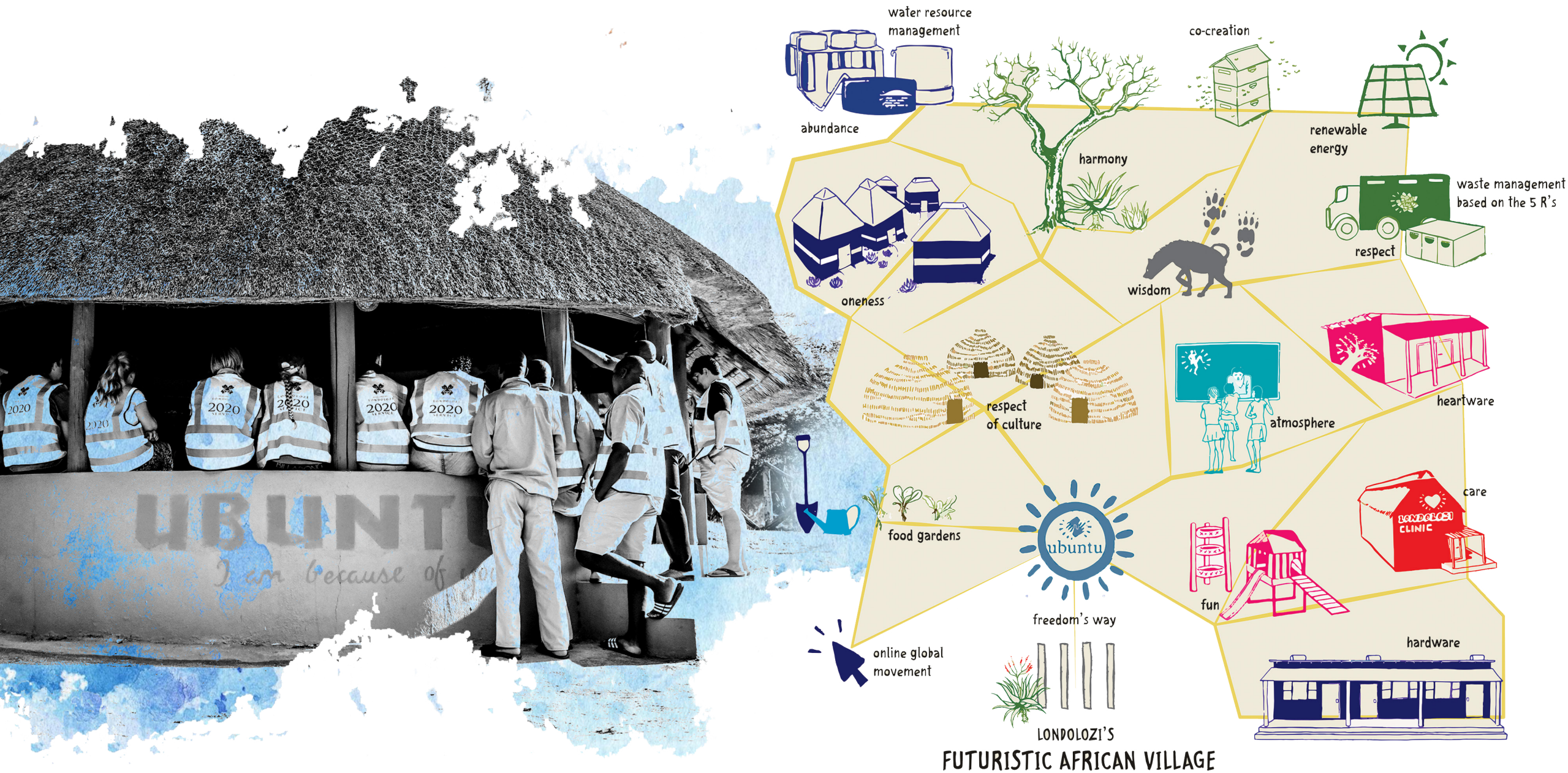


Philosophy: The Vision 2020 Project



The Vision 2020 Project is a multidimensional philosophy, which realises that Londolozi is not a safari lodge but rather a platform for advocacy of the restoration movement and new consciousness. It is a place that should inspire a profound desire in all to live in deeper connection with each other and the natural world. It is a model for sustainable and awakened village living where one must first reduce consumptive impacts before we seek out alternatives or recycling initiatives. It is the realisation that new systems for living can be created; systems that at their core create a sense of wellbeing and belonging in all the sentient beings that reside at Londolozi. We believe that we can become a Futuristic African Village that combines cutting edge sustainable technology with reverence for the natural world and the magic that comes from village life.

LONDOLOZI'S PRACTICING PHILOSOPHY OF A FUTURISTIC AFRICAN VILLAGE



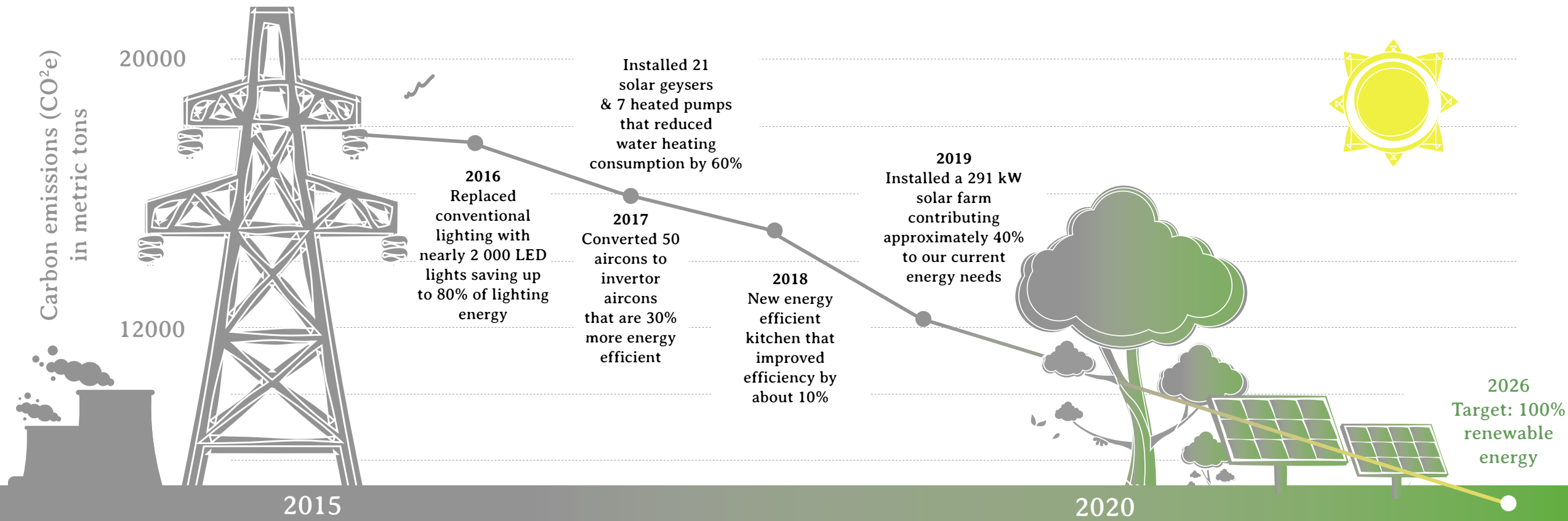
OUR JOURNEY TOWARDS SHRINKING OUR CARBON FOOTPRINT

The world is facing the increasing challenges of climate change and no matter where the carbon emissions are coming from, we are all affected. At Londolozi, we too are experiencing the effects of this change through extreme heat and generally more erratic weather patterns.

We believe that it is everyone’s responsibility to adapt a low carbon economy and reduce the growing impacts of climate change. We have therefore focused on our operation’s direct carbon emissions, particularly where we have control and influence, not ignoring the fact that our guests travel from far and wide and with this travel comes a significant carbon footprint from international flights.

Our efforts to change to renewable energy sources and zero-emission safaris is our modest contribution to playing our part in adapting to a new world whilst raising the consciousness of all those that visit Londolozi in the common belief that change is possible if we collectively join in ensuring a lighter foot print on the earth.

We have reduced our carbon emissions by 18% since we launched The Vision 2020 Project in 2015. Our efforts are summarised below, as we transition towards renewable energy production, solar water geysers, energy efficient cooling and efficient LED lighting.



Case study:

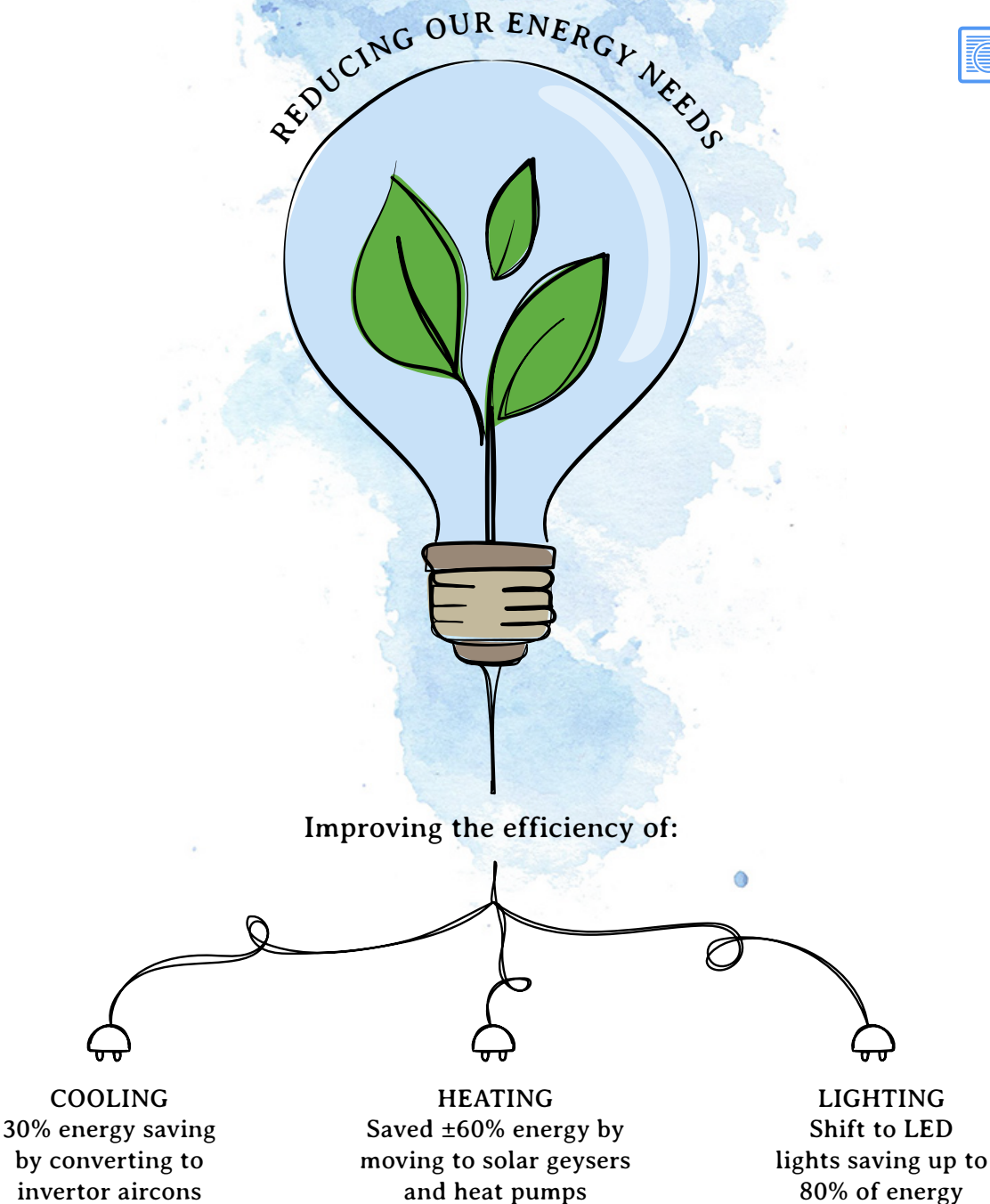
Efficiency first, renewables second: Our journey to solar power

As the original safari lodge in South Africa, founded in 1976, much of our infrastructure and technology was made up of old designs and outdated technology.

In particular, lighting is often overlooked as a high-electricity consumer, and due to the quantity used it ends up consuming a lot of energy. In 2015, as many as 1500 lights in the guest main areas and rooms were converted to LED lighting, which on average use 60% to 80% less energy than traditional incandescent lighting. Lights in the staff areas are also being replaced with LED light alternatives as and when the current lights expire, of which 85% of the staff village have already been replaced with LED lights.

Over the course of the last 5 years 50 standard air conditioners have been converted to inverter-based systems, reducing the energy consumption of aircons by approximately 30%. Throughout the lodge, traditional geyser power was reduced from a 3kw to a 1.5kw element – saving 50% with just this one simple modification. Where possible, due to required sunlight exposure, 21 traditional geysers in the staff village were replaced with solar geysers. Solar geysers are not a viable option in the lodge due to the guest units being under large trees. However, heat pumps are being trialled in three guest rooms with the potential to further reduce water heating power consumption by 60% if installed throughout the lodge.

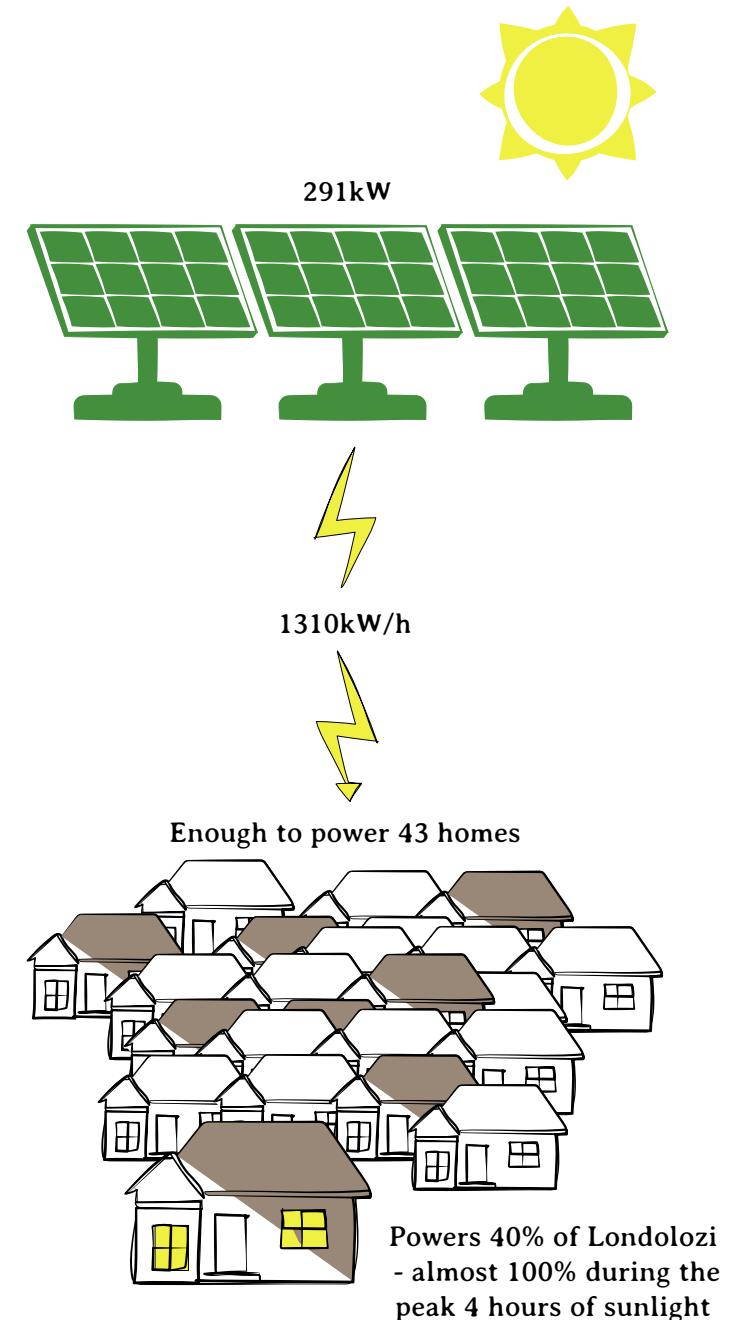
In 2017, a new state-of-the-art kitchen was built that greatly improved the cooling and freezing of food, which was previously reliant on outdated and inefficient technology. The kitchen was installed with the latest insulation technology, known as Lambda board, which has a zero Ozone Depletion Potential (ODP) and complies with the Kyoto Protocol regarding Global Warming Potential (GWP). It vastly improved the temperature control in our very hot climate and reduced the running time of our cooling systems. This has also allowed the ice machines to work more efficiently, which previously struggled to operate in our hot climate.



THE BEGINNINGS OF BECOMING A CARBON NEUTRAL SAFARI

The highlight of our efforts to reduce our dependence on fossil fuel-based electricity was an investment into a 291-kW solar farm in 2019. The solar farm takes up approximately two thirds of a soccer / football field and produces on average 1 310 kWh of electricity a day - that's enough to power 43 average sized homes per day (www.eia.gov/). We are incredibly proud of the effort it has taken to get to this point, but this is still only the beginning. With Vision 2020 Project coming to an end, we are closing in our initial target of renewable energy contributing as much as 40% to our daily energy requirements.

A calculated decision was made to not include battery storage yet with the solar farm, however, the aim is to almost double our renewable energy sources and become 100% powered by renewables once new and improved energy storage technologies become available. This achievement will reduce the macro footprint of Londolozi operations on the environment and enable us to play an even greater part in the fight against climate change.



Lessons learnt:

The failures and successes of pioneering the first zero emissions safari vehicle



Londolozi has been at the forefront of pioneering the first ever zero-emissions safari vehicle. The vision for this vehicle is to run purely on battery power which in turn is charged by solar panels. The carbon output would thus be zero, except for that used during the manufacturing of the vehicle. We have invested approximately R1.5m over the last 10 years. In achieving this goal our efforts have not always been successful and harsh lessons were learned but we believe in our vision and continue to move towards carbon-free safaris.



2009 – Fail but fail fast

Our first experiment with electric game drive vehicles was in 2009 when we worked with a local electrical and mechanical engineer to convert one of our own Land Rover game viewers. We had some initial success but in the end the technology was not yet matured enough to develop a reliable electric vehicle. In fact, the vehicle caught on fire and we were back to the drawing board.



2015 – Collaborating with global partners

In 2015 we engaged with Land Rover UK directly and started what would be a 3-year partnership in developing an electric game drive vehicle. While Land Rover developed the technology, we would provide on-the-ground experience and feedback on the success of its design and ability to handle safari type conditions. The result was a vastly improved prototype electric safari vehicle.



2019 – Reinvesting in local talent with international technology

After working directly with Land Rover UK and sharing ideas, we still wanted to stay true to our values and re-use or recycle our existing diesel-powered game drive vehicles. We have since re-engaged local engineers using international technology to retrofit our current Land Rover fleet with electrically powered transmissions – charged by our solar farm, creating a local zero emission safari vehicle. We look forward to updating our readers on the progress.

It is our vision to convert our entire fleet to electric vehicles. By 2026 this initiative will go a long way towards contributing to our broader goal of reducing our environmental impact, as well as delivering a deeper, meditative wildlife experience.

Case study:

The carbon absorption value of the Kruger National Park and Londolozi

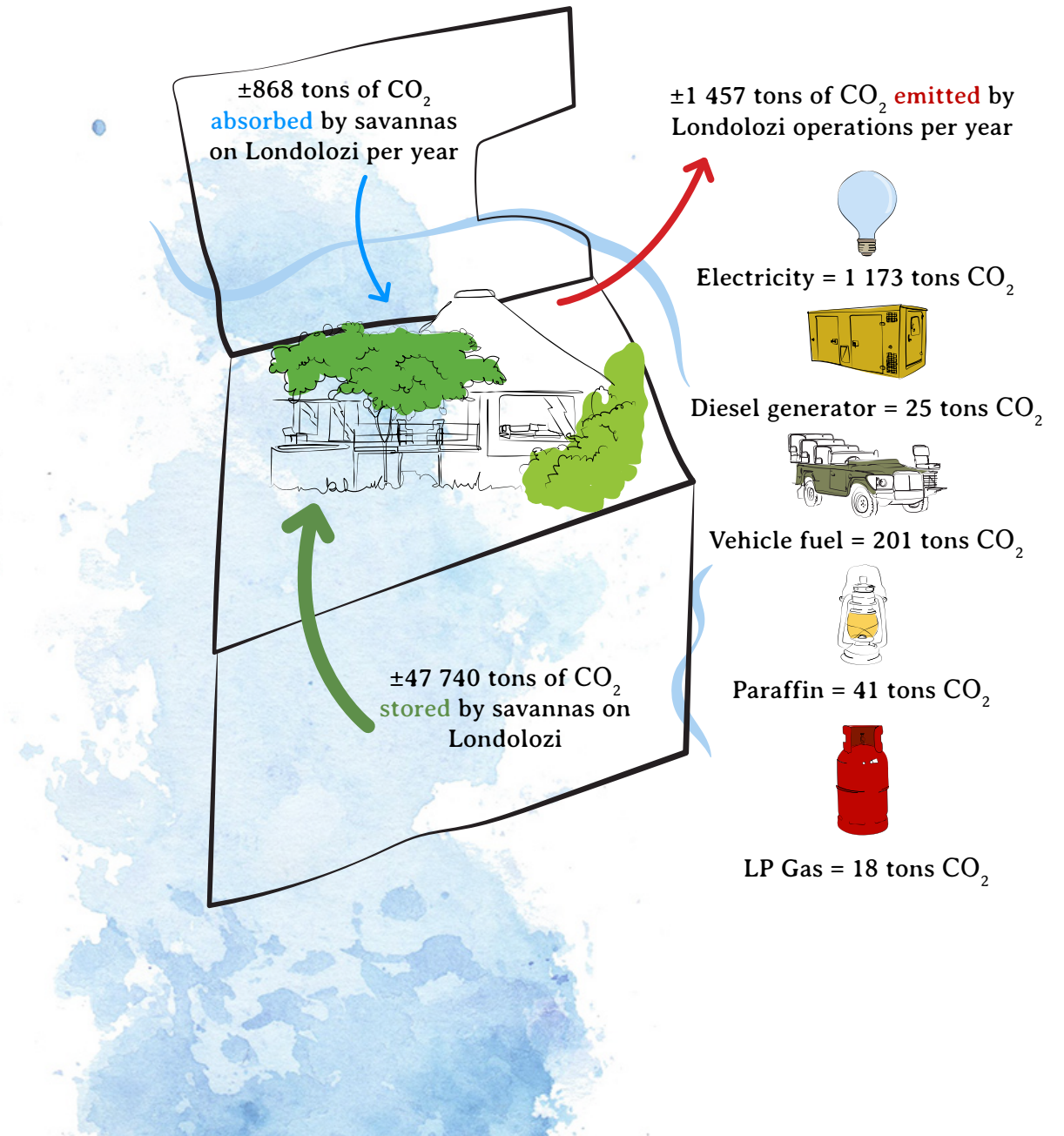
When considering the emissions associated with our guests' international travel, an important mitigating factor to fighting climate change is the fact that at Londolozi we make use of indigenous savanna landscapes which according to the South Africa Carbon Sink Atlas of 2017, "are probably the most important carbon stock in South Africa" with Londolozi storing an estimated 47 740 tons of CO₂ in its current natural state.

The loss of tree cover in a savanna habitat can significantly reduce the storage capacity of carbon, especially if soil carbon is also lost, which can happen in degraded or transformed land. The estimated annual carbon absorption capacity of our savannas is approximately 4 tons per hectare (Scholes and Bailey, 1996), resulting in Londolozi potentially absorbing about 868 metric tons of carbon per year – which is roughly about 244 return flights per person between New York and Johannesburg.

Note: The emissions calculations are direct and indirect emissions associated with our operations only and do not include staff and guests travelling into and out of Londolozi.

*Calculations of the carbon absorption value of Londolozi are based on the most recent and relevant research available for the area, namely: Grace et al (2006), Productivity and carbon fluxes of tropical savannas, Journal of Biogeography; and The South African Carbon Sinks Atlas of 2017.

**Calculations of carbon emissions are based on the Greenhouse Gas Equivalencies Calculator from the United States Environmental Protection Agency ([epa.gov](https://www.epa.gov/ggacalculator)).

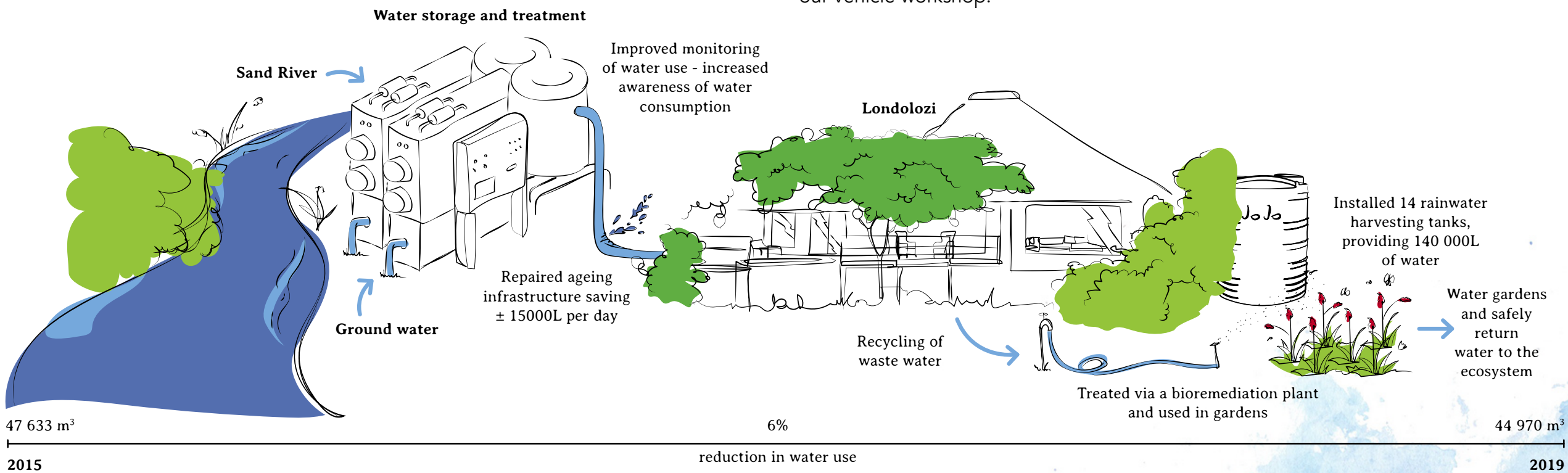


WATER USE MANAGEMENT

In recent years, with the impact of climate change and increasing pressure on our natural water systems, we have seen water become scarcer. We are very conscious of this fact and our role in using water efficiently as a result. Our water reticulation system was vastly improved over the past few years. We also improved the monitoring of our water consumption in order to hold ourselves accountable for our water use. This conscientious approach increased our staff's awareness of their own water consumption habits resulting in further reductions in use.

In 2018, we upgraded our water purifying plant, investing in new technology that produces minimal to almost no waste in the filtering process. The newer system requires only one backwash a month as opposed to the older system's daily backwash requirements, saving approximately 15 000L – or 150 bathtubs – per day.

We have also installed 14 rainwater harvesting tanks to reduce our dependence on ground and river water. This provides us with 140 000 litres after sufficient rains, which is used for non-potable purposes such as cleaning, irrigation and for use in our vehicle workshop.



RECYCLING OUR WASTEWATER

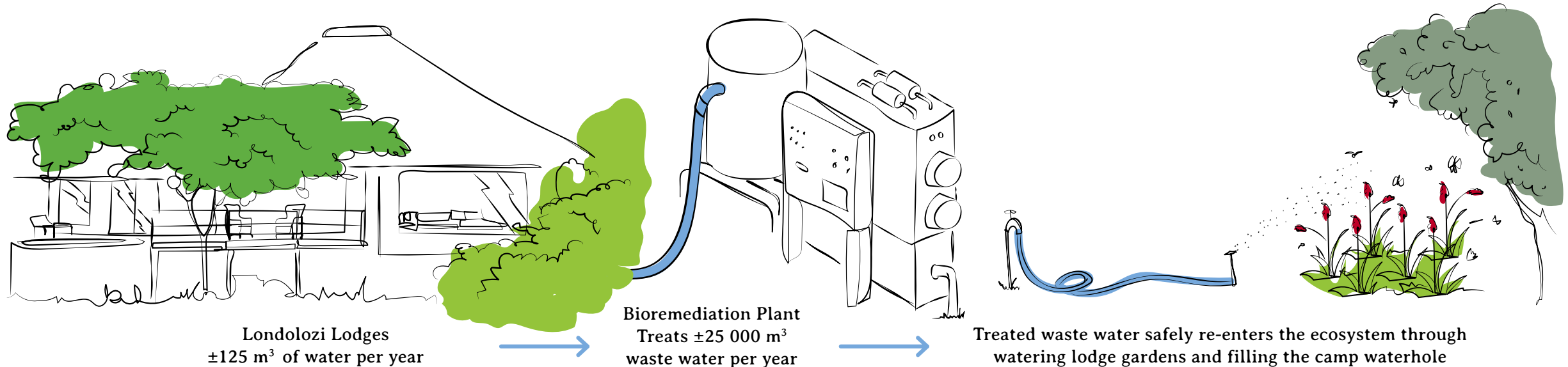
Since 2015, one of the largest projects has been a complete overhaul of our wastewater system. In the past, the wastewater (sewerage, grey water, etc.) was treated through simple septic tanks before going through a three-stage settling dam. This was however a significant negative impact on the environment that we needed to improve. In 2018 after much research, we invested R6 million into a system known as a bioremediation plant, which is one of the most sophisticated sewerage treatment plants available. It uses a healthy system of bacteria to 'consume' all the organics in wastewater. The system uses oxygen rich and oxygen depleted environments to treat and prepare the water for safe non-potable use.

The output is used to water the gardens in the lodge that serve to enhance the Londolozi guest experience. The quality of the water is above that of the South African National Drinking Water Standards, eliminating any previous negative

impact from the old wastewater systems. The objective by 2026 is to be able to fully recycle the wastewater using reverse osmosis, making the water potable and safe for human consumption. This will further reduce our water demands on the environment.

A shift in cleaning habits

In order for the new biologically driven wastewater treatment plant to work optimally, the use of all harsh chemicals from various cleaning products needed to be stopped and removed from the system. Over the course of three months, all traditional cleaning equipment that contained various chemicals such as bleaches and other acidic products were phased out and replaced with natural, probiotic products that promoted the bacterial functioning of the bioremediation plant rather than kill the very bacteria required for them to function.



Philosophy:

Why eliminate plastic bottled water?

- Plastic bottles require up to 700 years to dissolve.
- 90% of the cost of bottled water is the bottle itself.
- 80% of plastic bottles never get recycled.
- 38 million plastic bottles go to landfill each year in America alone.
- 24,000,000 litres of oil are needed to produce these billions of plastic bottles.
- Bottling water and shipping transport is the least energy-efficient method of water supply in the history of mankind.



Our journey towards eliminating plastic bottled water

During the time when we used plastic bottled water, we came to realise that our impact was not only local but also far broader. We have since installed our own bottling plant to provide our guests with locally produced still and sparkling water. This not only reduces associated emissions and impact of 'purchased' bottled water, but greatly reduces plastic waste (see more in [waste management](#)). Whilst this places a greater demand on our local water supply, it by far outperforms sourcing bottled water from a distance, which meant a much larger footprint from the source of the water to bottling and finally to delivery. Our bottling plant uses only glass, and we now produce 66 000L of bottled water onsite. This has removed the need to purchase an equivalent of 66 000 one-litre bottles and the associated carbon emissions of their delivery per year.

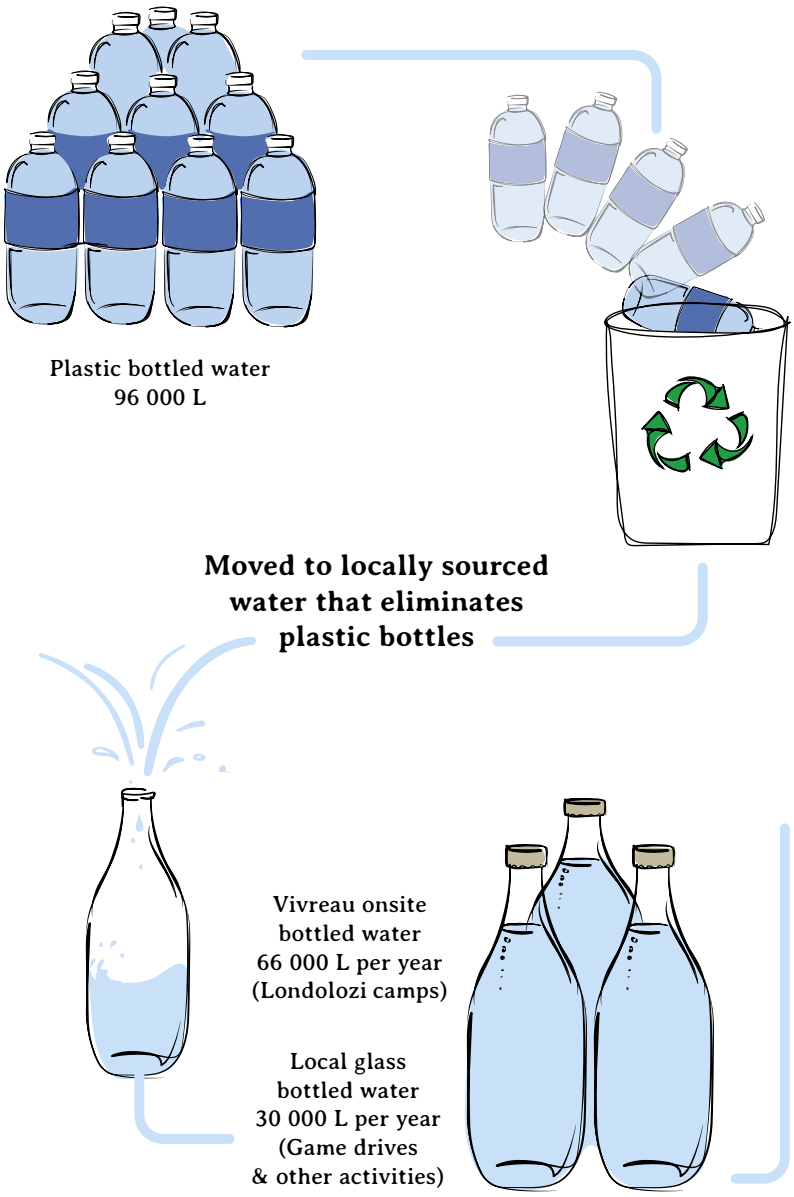
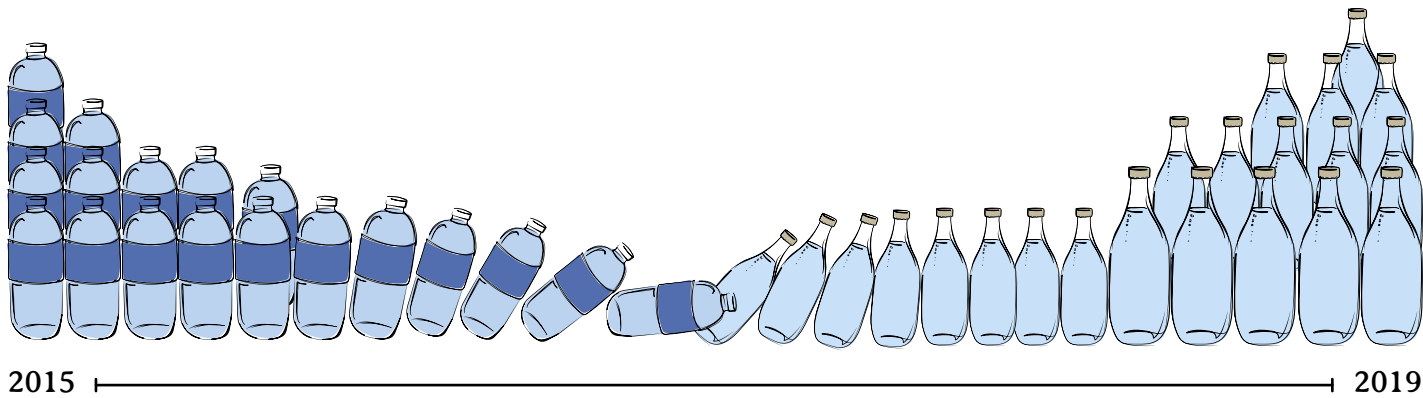


Lesson learnt:
Reducing a negative impact may cost more at first, but you save later



Initially, this revised policy increased the cost of bottled water due to the move away from plastic and only being able to source from suppliers 450 kilometres away in Johannesburg. However, after engaging with local businesses just 100 kms from the reserve, we were able to create a viable demand and switch to a local supplier – thereby reducing our impact and cost.

We still require sourcing other bottled water for use on game drives. However, this too has been converted to Londolozi branded glass bottles, totally removing the dependence on plastic water bottles altogether. We purchase about 30 000L of bottled water per year (approximately 60 000 of the 500ml bottles) and once the water is consumed, the bottles are returned to the supplier where they are cleaned, sanitized and reused.



WASTE MANAGEMENT

Managing waste in a protected nature reserve is a particularly difficult task but a very important one. We have embarked on a 5Rs strategy, meaning to refuse, reduce, reuse, recycle, and rot. Waste management is about being more conscious of how we receive, use and dispose of goods.

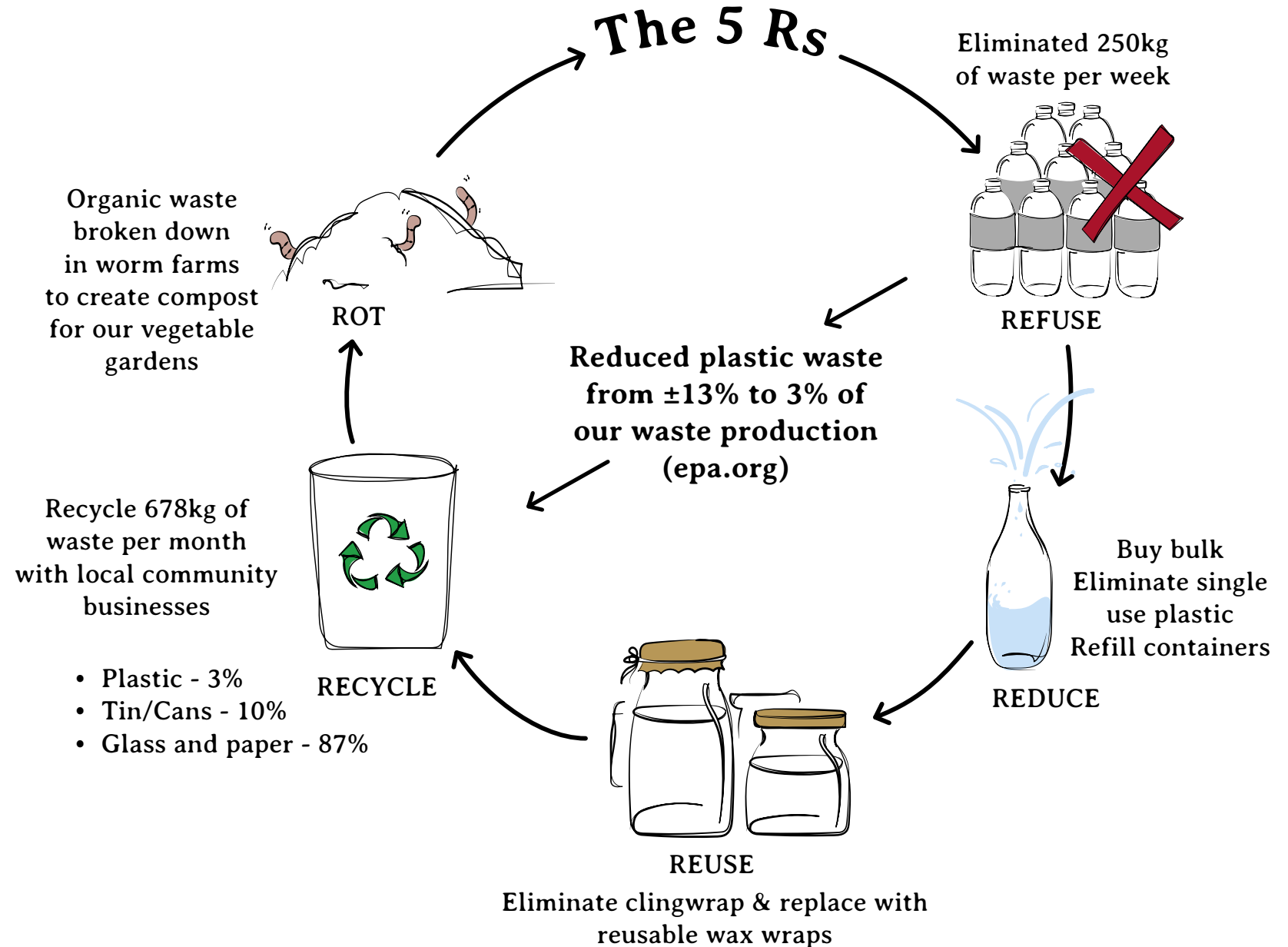
The 5Rs – Refuse, Reduce, Reuse, Recycle and Rot

The 5Rs is about a change in culture and increasing our awareness of the waste we create, but also how easy it is to innovate and produce far less waste with the aim of becoming waste free.

Philosophy:
Recycling should be the last resort



The purpose of the 5Rs is ultimately to make recycling almost irrelevant because we have refused unnecessary packing, reduced all forms of waste and re-used what remains, leaving us to only recycle waste that still remains or returning organic waste to the environment through allowing it to rot. We have made some good progress on this journey, but we still have a long way to go before we can get close to being waste free.



1. Refuse

- We are using our buying power to influence our suppliers to change the way they package their goods and hence reduce the waste before it even enters the reserve. Unnecessary packaging is simply refused from the source, resulting in products being delivered in reusable containers. This has eliminated approximately a quarter of a ton of packaging waste entering the reserve per week. In addition, we also do our best to ensure our suppliers are managing this refused waste responsibly on their side and thus in turn influencing the behaviour of their suppliers.



2. Reduce

- Reduction is all about eliminating the need for single use products. For example, the new biological cleaning products are purchased in bulk reusable containers and then distributed to staff for personal and lodge use. The shift to these bulk biological cleaning products not only resulted in improved wastewater management but significantly reduced the amount of single use containers of cleaning detergents entering the reserve. We also found that our staff shop was producing a lot of waste from various body and beauty products used by our staff. These are now purchased in bulk for staff who refill their containers as opposed to single use creams, etc. This has furthermore resulted in monetary savings for our staff as the new products are more affordable.



- As part of our best practice policy, quality leftovers are offered to our staff to supplement the canteen menu. All non-edible food waste is

collected weekly by a local pig farmer who makes very efficient use of it to expand his farming operation.

3. Reuse

- Food storage is always a challenge in a wild and hot environment but there has been a shift away from using single use storage methods (e.g. plastic wrap, tinfoil) toward reusable alternatives such as locally sourced cotton beeswax wraps and various Tupperware and lugs. In addition, new biodegradable plastic wrapping is being used, but only if absolutely needed.

- Old wood taken from camp refurbishments is reused (upcycled) to develop furniture for staff and in some cases wooden toys for local children in the Londolozi village.

- Tea bags from all the tea stations are dried out and reused as more eco-friendly firelighters. Whilst these may seem like a small impact, these types of efforts are driving a more conscious awareness of waste among our staff.



4. Recycle

- We invested in a community-based business just outside of the Sabi Sands Game Reserve known as Sithole Restoration Services (read more on this in The Social Enterprise), which provides recycling solutions for glass, plastic, paper and tin/can waste. Approximately 676kg of waste is being recycled a month, of which plastic waste constitutes as little as 3% of this. This very low percentage is attributed to the results achieved by the first three R's (typically plastic makes up $\pm 13\%$ of waste according to www.epa.org). Paper and glass make up 87% of the waste recycled, while tin or cans make up the remaining 10%.

5. Rot

- The last step to best practice in our closed-circuit waste management system is to ensure that whatever cannot be refused, reduced, reused or recycled is sent to 'Rot'. Whatever organic waste is not sent to the pig farmer is used in the Londolozi worm farms, which break down the organic material and produce rich compost for our vegetable gardens.

- Furthermore, to ensure the Londolozi indigenous gardens flourish and are attractive for all guests to enjoy, compost (and regular composting) is needed. Thus, instead of buying in commercial bags, we generate our own compost from rhino dung and old thatch grass.

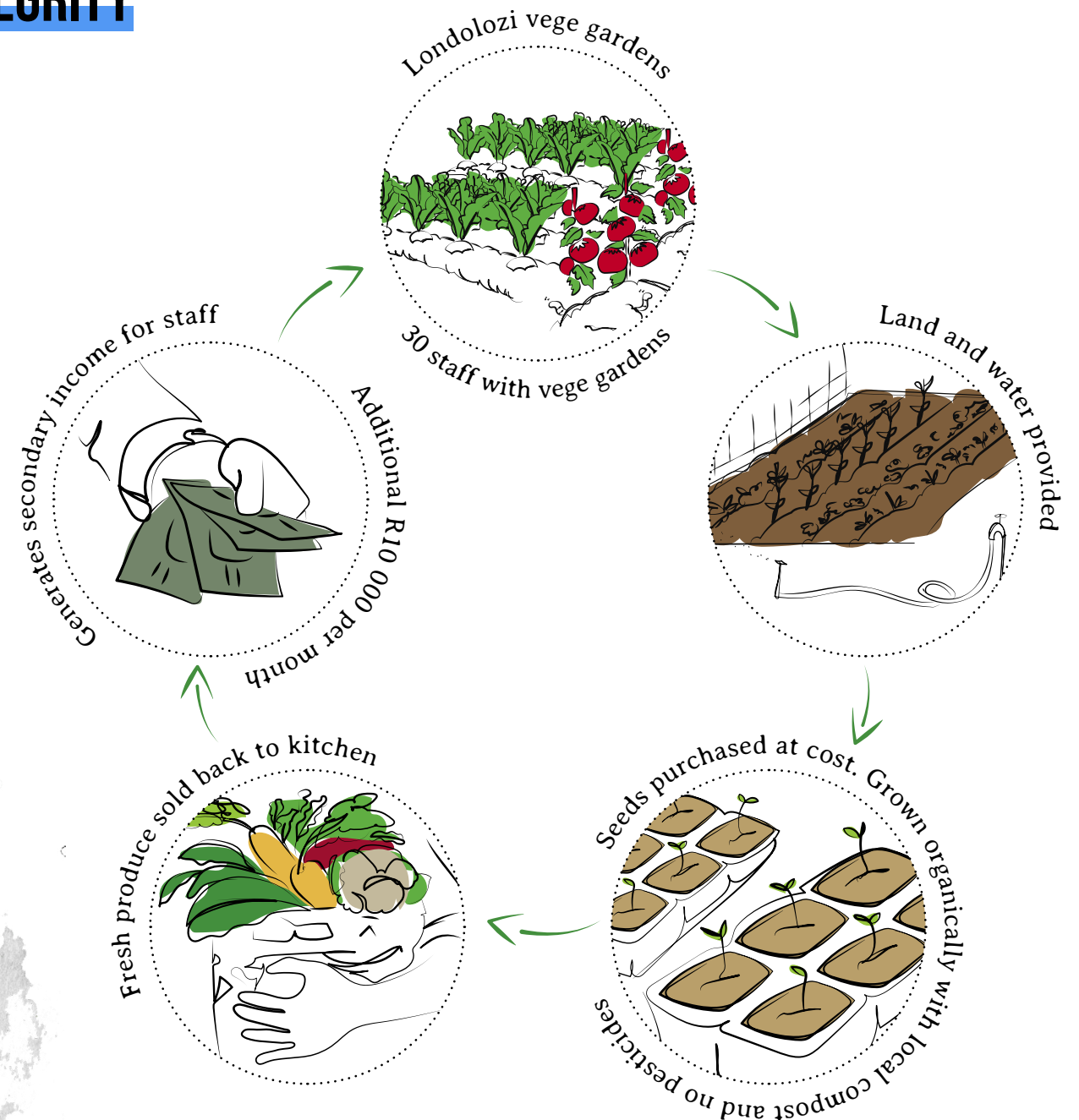


OUR JOURNEY TOWARDS IMPROVING OUR FOOD INTEGRITY

We aim to provide our guests and staff with the food that is of the best quality and that is locally sourced and free of excessive pesticides. This has been a challenge and for many years we relied on an established supply chain from Johannesburg, which is over 450km away. We still have a long way to go in achieving a fully sourced local supply chain, but some small wins are starting to show the benefits of being part of growing the demand for a local supply chain.

Londolozi vegetable gardens

We have provided an opportunity for thirty staff members to develop their own vegetable gardens, both for personal use and to sell to our kitchens. We provide a demarcated area and water at no charge. The staff purchase the seeds at cost price and then sell the produce back to our lodge kitchens to generate a secondary income opportunity for those who participate. In 2018 alone, half a ton of fresh produce for the kitchen was purchased from these Londolozi staff gardens, generating added income of approximately R10 000 a month for the staff vegetable gardeners.





Case study:

Seeking to unlock value in our local food chain

Since the early 2000s we have been working with neighbouring communities in developing their farming capacity. We have worked with the local supermarkets to connect the local farmers to the larger urban supply chains which means that supplying to the local lodges is more viable. This is still a work in progress and for now, many local farmers bring their produce to the Sabi Sands entrance gate where we purchase their produce directly, which includes chickens, eggs and various seasonal vegetables.

More recently, we have identified an exciting opportunity to support a local farmer into becoming a regular supplier of fresh produce, not only for Londolozi but to the broader markets. Alfred Sambo has been farming since 2004 on his family farm located on the Sabie River - approximately 100kms from Londolozi. He is part of the Sabie River Irrigation Scheme and as such has access to good water through a canal and a holding dam system. He mainly uses gravity and a drip irrigation system for his crops. He currently has 2.5 hectares under drip irrigation where he is growing spinach, sweet potatoes and green beans. He also grows butternut, tomatoes, cabbage and chilies.

He currently employs two to three casual labourers when needed. His aim is to upscale to hire four permanent employees by 2020.

In the past, Mr Sambo has provided fresh produce to our bulk supplier Matumi Distributors, as well as large supermarkets such as Pick 'n Pay in Hazyview, Ndlovu Spar and Hypermeat. These supply links have, up to now, not been consistent or viable. Matumi Distributors in fact introduced Mr Sambo to us, having identified him as someone with great potential if given the necessary financial and mentorship support.

Mr Sambo rents a tractor from the Department of Agriculture through the Sabie River Irrigation Scheme, which costs R400/ha for tilling, disking and ploughing.

However, the erratic weather of the past two years, mainly as a result of local drought conditions, has impeded his crop production and has since not been as successful.

Mr Sambo and his farming operation is an opportunity to further Londolozi's investment in supporting local suppliers. We have co-funded Mr. Sambo with up to R200 000 whilst also sponsoring a mentorship program to assist in modernising the business model. This investment with Mr Sambo, we believe, will increase the production, variety and quality of his produce. We will provide him with the necessary support to plan his crops rotations strategically and competitively, while developing business skills to continually and consistently supply produce to Matumi and other major markets. This way he will be able to sell more produce to Londolozi and other individual buyers, and Matumi will benefit from a shorter supply chain, which could potentially reduce their transport costs and carbon footprint.



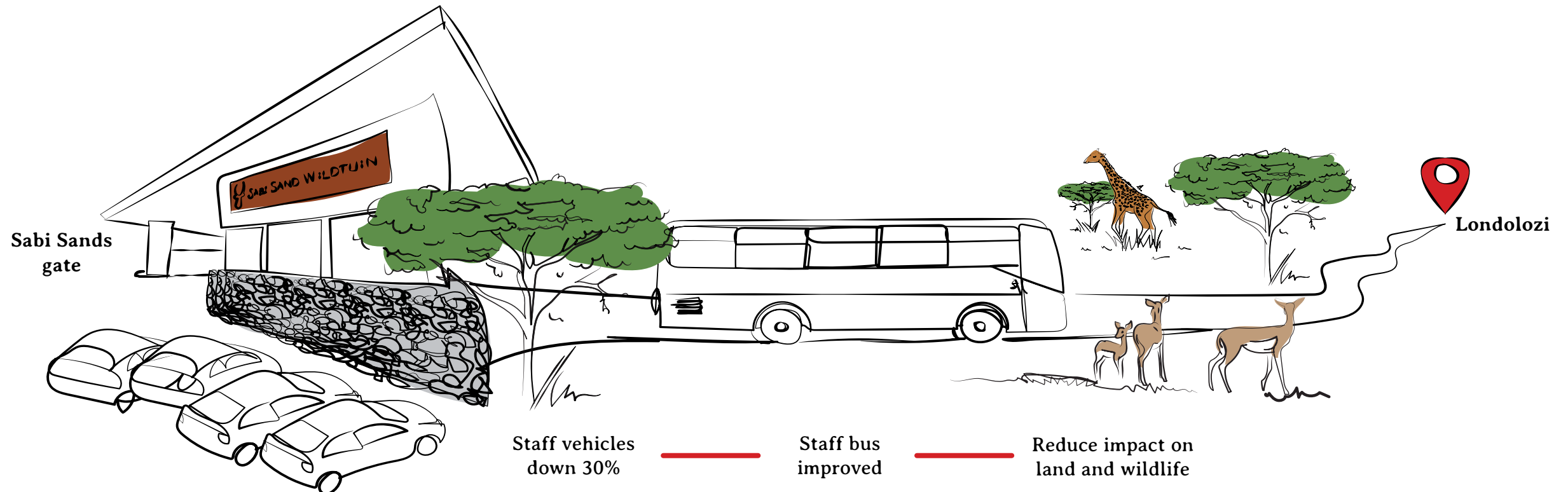
RESERVE TRAFFIC AND REDUCING ITS IMPACT

Since 2015, we have investigated ways to reduce the traffic in and out of the reserve, thus reducing impact on the “wildness” of the reserve. The traffic also impacts on the wildlife itself; not to mention the associated security threat which is lowered when traffic is reduced.

The greatest impact came from our own staff vehicles entering and exiting the reserve on a daily basis. The majority of this traffic was from those who lived within an hour of the reserve.

We of course did not want to hinder the opportunity for staff to go home and see family members, so we streamlined the traffic management by upgrading our staff bus service frequency. By 2018, we had reduced staff traffic in the reserve by about 30%.

Our delivery services also appeared somewhat inefficient and we reduced our delivery traffic by 11% by simply asking our fresh produce and other food suppliers to consolidate their deliveries rather than to arrive separately.



END OF CHAPTER 1

OUR JOURNEY TOWARDS 2026

We are proud of the progress we have made as we come to the end of The Vision 2020 Project, which brought with it many lessons. We now look forward to our next step on the journey towards our centenary year in 2026, where we hope to become a carbon-neutral safari lodge, and a Futuristic African Village that redefines new systems for living.

CHAPTER TWO

CONSERVATION DEVELOPMENT MODEL

CONSERVATION DEVELOPMENT MODEL

Londolozi is derived from the Zulu word meaning “Protector of all living things”.

It has, at its core, a sense of universal responsibility; not just to the animals and the land that sustains them, but also to all people who call this planet home.

Londolozi Game Reserve was founded in 1976 as the original safari lodge in South Africa and by 1990 had demonstrated through our Conservation Development Model, that people and wildlife could live and work together in harmony to the mutual benefit of all. Londolozi has become a destination of exceptional beauty and a safe haven for wildlife, operated by an extended family who strived for the right relations to be practiced across all races and cultures at all times. The central tenet of Londolozi has always been the belief that the warm and engaging care of our visiting guests is the wellspring from which we find our ‘spirit of place’ and the foundation upon which our model stands.

By 1992, our model was ecologically sustainable, economically profitable and ready to be exported and become the blueprint from which to launch an industry. So it was in that same year, together with some other African entrepreneurs, that Dave and Shan Varty set about convincing a number of local and international investors that The Londolozi Conservation Development Model should be replicated and exported to other locations in Sub-Saharan Africa. Their passion and commitment to this idea culminated in the establishment of a company called Conservation Corporation Africa (CCAfrica), now known as &Beyond.



Their mission was to attract meaningful impact investment for the creation of sustainable conservation development models elsewhere in Africa, using Londolozi as the blueprint. The advantages of the original Conservation Development Model founded at Londolozi and endorsed by Nelson Mandela, lay in its ability to produce long-term returns for investors whilst simultaneously ensuring sustainable conservation and community upliftment. As such, it was these guiding principles that went on to inspire hundreds of other enduring nature-based tourism operations, which have since been established and continue to flourish across Africa and across the world.

Today, a thriving eco-tourism industry exists as the early precursor to impact investing that supports, in growing numbers, employment opportunities, social upliftment and commercial owner-operated supply chain enterprises. Based on sound conservation practices and protection of wildlife, this industry serves to support thousands of rural families.

"The care of the Earth is our most ancient and most worthy, after all, our most pleasing responsibility. To cherish what remains of it and to foster its renewal is our only hope."

– Wendell Berry

Philosophy: **The economy of wildlife**



The success of The Londolozi Model rests on the creation of perpetual and long lasting vested economic and social interests of those who live within and around the reserve. This supports the emergence of the 'economy of wildlife' which holds infinite possibilities and opportunities for the people of the region to prosper. These include the establishment of local supply chain enterprises and a multitude of services in the areas of security, transport and logistics. Furthermore, the potential of the expanding 'cloud-economy' provides access to new prospects that, if scaled, could allow for the rapid growth of a local economy based on the economy of wildlife.



BIODIVERSITY SAFE HAVENS

Modern day conservation requires the creation of a safe haven where the free movement of animals, safe from hostile human incursions, is made possible. This has been achieved in the Sabi Sands as a collaborative effort of which Londolozi plays a key role. This is made possible by the deployment of dedicated field rangers who provide vigilant protection of the reserves' borders, fences and gates. They are supported daily by modern technology such as aerial surveillance, which acts as a force-multiplier to assist them in effectively protecting the reserve. Of great concern has been the increase in rhino poaching over the past several years.

Londolozi contributes US\$300 000 a year for antipoaching efforts in the Sabi Sands Game Reserve, and, together with our neighbours, we have successfully reduced poaching in the reserve by 97% since 2015.

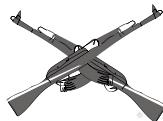
We use state-of-the-art technology and artificial intelligence supplied by our partners Dimension Data and Cisco, two of the world's leading information technology providers. Through their technology we are able to detect poachers before they have even fired a shot. This is an important advancement in the fight against poaching where in the past the poachers were only detected once the crime had been committed. Technology and intelligence networks have altered this equation in our favour.



97% reduction rhino poaching since 2017



Contribute \$300 000 pa to securing the safe haven for free roaming rhino and other species



24/7 anti-poaching surveillance



The global influence from the leopards of Londolozi

Londolozi is at the heart of one of the highest leopard density areas in Africa (Panthera, 2018). These leopards have been allowed to thrive at Londolozi since the early 1980s. Owing to our sensitive approach to tracking and viewing leopards we ensured that they felt safe around safari vehicles. And therefore, Londolozi guests now enjoy the privilege of seeing habituated leopards at very close range in their natural environment. This successful “partnership” with leopards has influenced many other safari operations within Africa - and globally - to the benefit of conservation and protection of the critically endangered species which in turn becomes a symbol of protection of an entire ecosystem.

Read more in Chapter 4 about the [Londolozi ripple effect](#) and the influence that Londolozi has had on the establishment of many other conservation models such as:



Caiman Ecological Refuge:
Jaguar Sanctuary in Pantanal,
Brazil, South America

Lewa Downs:
Leopards in Kenya
Community in conservation

The Sujan Group -
Sher Bagh: Tigers in India
Jawai: Leopards in India

Leopard Trails:
Leopards in Sri Lanka

ADVOCATING FOR CONSERVATION

Our journey of supporting conservation spans five decades and has been one of trial and error, where we have had to learn some costly lessons particularly on how not to do things. In the early days as we were establishing the Londolozi conservation model, we spent much of our time investing in animal reintroduction believing that to be the pathway to good practice conservation.

For instance, over twenty Sable antelope were reintroduced into Londolozi in 1978. The habitat was not suitable, and the sable were not predator-aware and were quickly hunted to extinction by the local lion prides. The first cheetah that we released back into Londolozi immediately moved away to better suited habitats on the grasslands of northern Kruger National Park.

Later, we learned the importance of habitat and successfully introduced nyala and elephants who were more suited to the conditions in our area. Today we continue to advocate for better conservation practices and learn from our mistakes, rather supporting investments and interventions into the protection of the broader ecosystems such as transfrontier parks, river catchment protection, fence removal, and better community engagement.

Reverence for Rivers – Saving the Sand River

The maintenance of biodiversity and the protection of indigenous land use systems are imperative in the continuation of an enduring conservation development model. For the past three decades at Londolozi we have worked to partner with nature to create a diversity of habitats for all animal species. The Sand River, which bisects the Londolozi traversing area, is a precious ecosystem and one that is receiving our close attention. We are now using modern technology - including drones and satellite imagery - to highlight the importance of this river system. We are using our voice for the vigorous protection in the

upper catchment areas and wetlands that are vital to the continued health of the Sand River ecosystem.

The perennial Sand River has its source in the foothills of the Drakensberg mountains to the west and is an important tributary of the Sabie River, which runs into the Kruger National Park and eventually into Mozambique before reaching the ocean. According to the scientists, the Sand River is “moderately modified” from the perspective of its Present Ecological State (PES). This means that a loss and change of natural habitat and biodiversity have occurred, but the basic ecosystem functions are still predominantly unchanged. We are acutely aware of this and therefore are carrying out efforts to influence land and other management decisions in the upper catchment of the river. Being a recipient of the consequences of poor upper catchment management make Londolozi particularly vulnerable, which highlights the need for investments into the catchment to be made on an on-going basis.



Journey onwards: The Protection of the People's Park

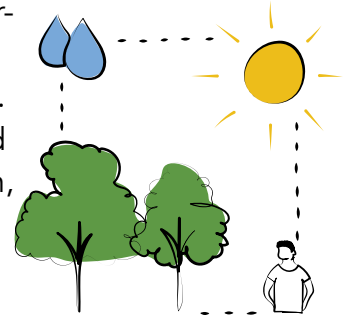
Water users living in the Sand River catchment area, ranging from rural households in and around Bushbuckridge to the large-scale conservation area of the Kruger National Park, depend on water that is usable and sustainable. It is important that the Sabi Sands and surrounding communities work collaboratively to protect the vital water resource that rises in the upper catchment areas. The overarching aim of the Protection of the Peoples Park Project is sustainable provision of water and other ecosystem services to the residents of Bushbuckridge Municipality and protection of the water resource to the benefit of all living within the Sand River catchment area.



The main objectives are:

- **Ecosystem service resurrection (grazing, water quality and quantity)**

The restoration of the natural grasslands will take the pressure off the upper catchment area by removing the alien vegetation that is water-hungry and replacing it with grasslands and wetlands that are ecologically designed to protect and provide water resources. This, in turn, will result in an improvement in water quality and quantity to the local community of Bushbuckridge. In addition, new ecosystem services will arise from the restored land, such as grazing for cattle and game species.



- **Job creation**

The local community will be employed in the initial establishment over a five to ten-year period. They will be involved in clearing of alien vegetation, fencing the reserve and reseedling and cultivating indigenous grass species. Over a longer term (10 years and more), the community will be preferentially employed for the day-to-day running of the reserve and, should tourism facilities become a feasible addition, will be employed for any resultant jobs.

- **Community empowerment**

Through working to restore the reserve to its natural habitat, the community will be empowered in the understanding of the landscape and natural processes. In addition, the community will essentially be responsible for restoring their own water resource back to an acceptable quality and quantity.



Connecting wildlife – removing fencing barriers

In the early 1960s, veterinary government officials of the apartheid government erected a fence separating the Kruger National Park from the private reserves to the west, more specifically the Sabi Sands. The fence, which at the time was put up for military reasons, caused the death of approximately 18 000 wildebeest whose natural annual migration in search for food in the winter months across the Sand River was cut off.

Dave Varty advocated for years for the removal of the fence, given that as a 12-year-old boy riding along the fence with his mentor Harry Kirkman, he witnessed in the drought of 1962 the devastating effects of fences which cut off the natural flow of nature.

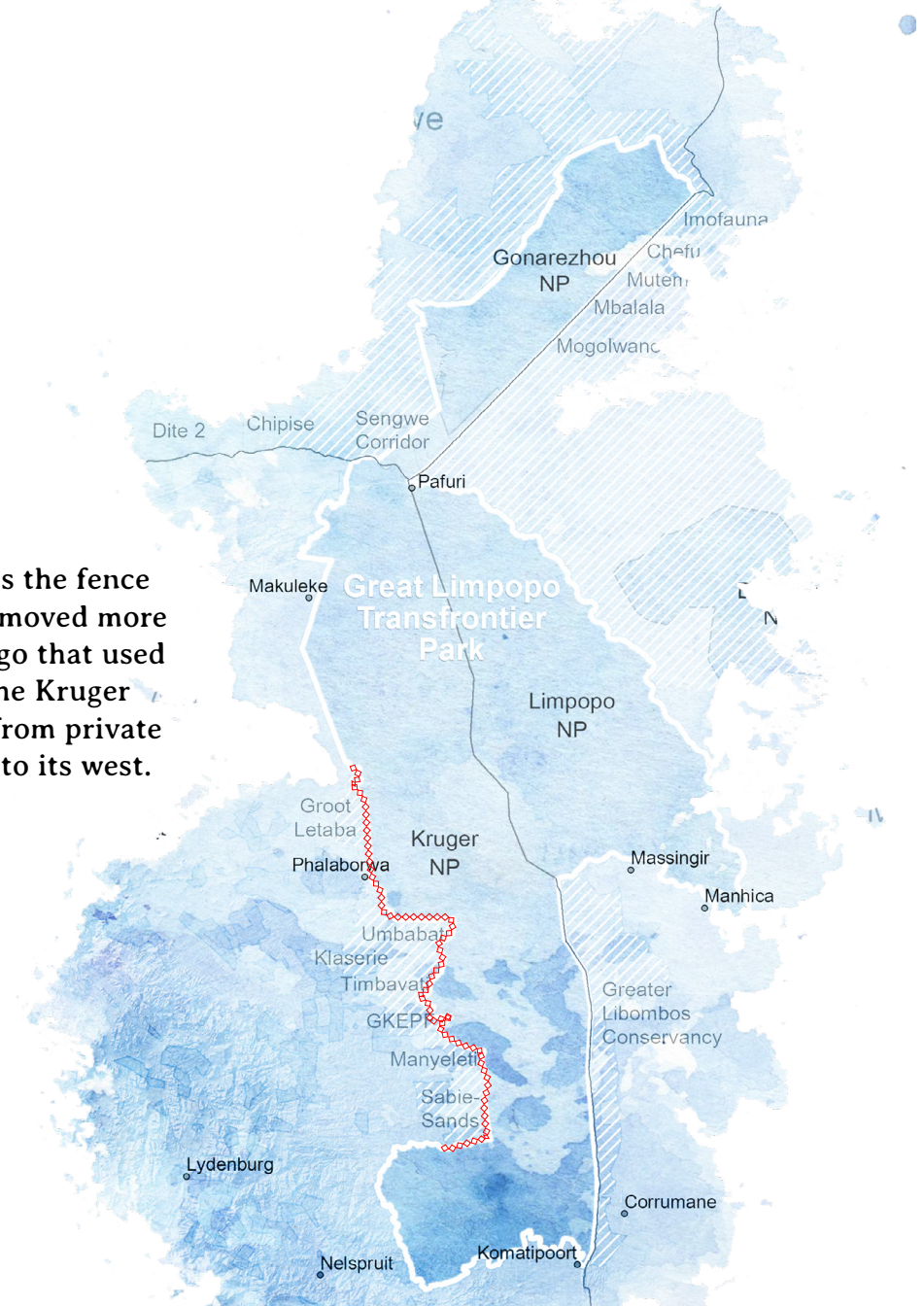
Finally, in 1992, after nearly 30 years the fence was removed and the free flow of animals between Kruger National Park and Londolozi was restored. Even now, 60 years later, the devastating effect of this ill-informed intervention into the natural state of things is still felt as the wildebeest populations in the western Kruger National Park and the Sabi Sands have never recovered.

Great Limpopo Transfrontier Conservation Area

Londolozi became a co-signatory to the establishment of the Great Limpopo Transfrontier Conservation Area (GLTFCA), the largest transfrontier wildlife sanctuary in the world. In order to contribute to this grand African-based conservation vision, we have committed ourselves to collaborate and promote land regeneration, training and transformation within the safari industry. Together with our colleagues in conservation we are discussing the possibility of expanding the reserve's borders westwards with the intention of integrating the neighbouring families and communities into the social and economic benefits of the "economy of wildlife". This project includes the dream to establish a corridor of wildlife linking Londolozi and the Kruger National Park with the Drakensburg mountains to the west, thereby reinstating the historic migratory wildlife movements of the past. Discussions about a pilot corridor are already underway and, if successful,

these corridors of wildlife would ignite the rural economy, creating a multitude of jobs, business enterprises and social benefit programmes for the people of the region - all founded on the principles of the economy of wildlife.

This represents the fence line that was removed more than 60 years ago that used to separate the Kruger National Park from private game reserves to its west.



A KINSHIP MODEL

In solving the complexities of conservation and cultural diversity, we draw from the broad teachings of Africa - a continent which existed for thousands of years with people who lived in complete harmony with nature. This is an Africa in which life centred around nature and rested upon the abiding philosophy of Ubuntu - "I am because of you. You are because of me and only through our shared experience can we understand our humanity". We have adopted this philosophy and are guided by the rich and ancient heritage of this continent when addressing modern-day conservation challenges, such as land ownership, social upliftment and neighbour relations.

Philosophy: The Afrocentricity of Kinship



Since 1976, we have been through many changes that have taken us from a small family business to a large corporate structure and now back to where we find inspiration in our family-kinship structures that identify the historic interconnections between people, ancient wisdom and nature. By trying to understand these links, we seek lasting resolutions and pathways with all stakeholders in pursuit of daily safari operational needs, the protection of wildlife and the regeneration and restoration of our natural heritage.

As part of this plan, the ancient art of tracking has been preserved and protected for future generations by the establishment of the Tracker Academy, in collaboration with the Peace Parks Foundation. This Academy continues to embrace the incredible potential that tracking holds for empowering young people and supports them in graduating from this academy and finding careers within the tourism and conservation industry – Read more in [The Social Enterprise](#) chapter.



Land management – a permaculture philosophy

Philosophy:
Permaculture as simply described by Geoff Lawton



“An ethical design system that provides all of the needs for humanity in a way that benefits the environment.”

We have spent in excess of R45 million on land care since the development of our innovative land management policies in 1979.

Building on our mission statement of 1972 and drawing on advice afforded to us by Dr Ken Tinley ([read more here](#)), a leading wildlife management specialist, we have created a diverse wildlife haven in partnership with nature and with reverence for all wild creatures. Our guiding beliefs, which draw on “the Gaian Mind,” are:

To balance the wildness of the reserve against the needs of a safari operation incorporating global best practice land management within an inclusive philosophy in which the benefits of the consumptive use of its ecosystem goods and services is both sustainable and shared by neighbouring and affected communities and broader stakeholders.

Our core business is to provide a quality nature-based safari experience which require well-managed and protected natural resource as a base, within which wildlife and supporting ecosystems can thrive. We recognise that it is necessary to apply subtle interventions that meet global best practice to sustain the natural resource base and its biodiversity.

Local interventions of this nature are at times required, despite Londolozi being part of a substantially enlarged conservation area, as it still remains anthropogenically modified. We hold fast to the principles of sustainable resource utilisation, both non-consumptive and consumptive, as mechanisms for demonstrating the vital contribution that nature makes to human wellbeing. We

are committed to ensuring that, through these mechanisms, both tangible and intangible benefits flow, primarily to neighbouring communities, but also to those further afield.

A summary of our permaculture inspired land management plan objectives is given below:

1. To maintain the ecological integrity of the various natural habitats that occur on Londolozi through the application of appropriate management tools.

We recognise that maintenance of healthy vegetation cover is essential to enhance the optimal soil moisture and the recharge of the water table during and after rainfall. With the recent drought conditions experienced since 2016, this has become more important than ever. The careful and selective application of mowing sections of the reserve and using fire, enhances grass cover and the diversity of habitats available to wildlife, while also seeking to reverse bush encroachment.

2. To maintain the vigour of populations of species of conservation significance through the application of specific management activities such as the manipulation of population demographics and the provision of security services. We provide for the management of species of conservation significance that currently occur on the property, as well as for the reintroduction and breeding of species that have become locally extinct.

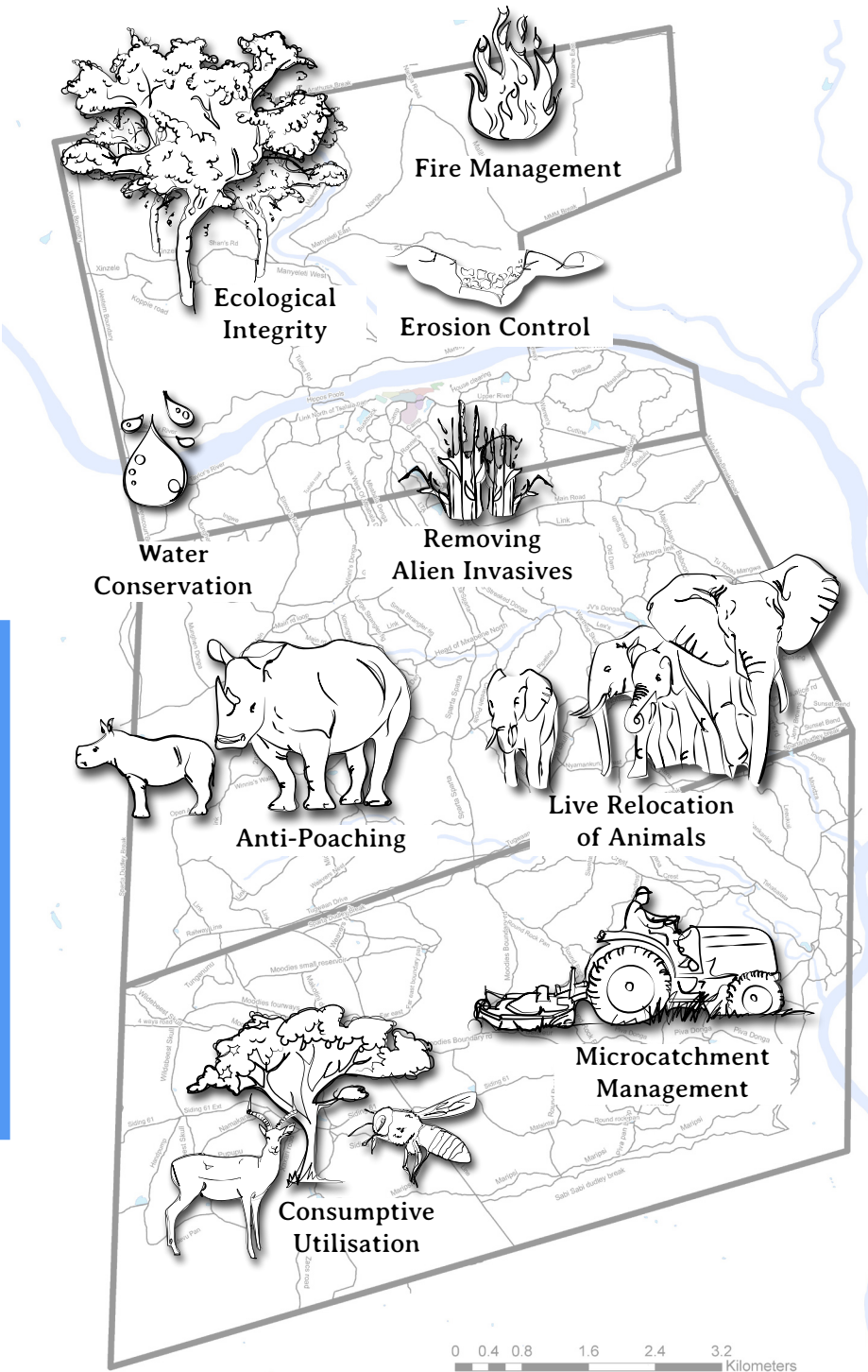
In terms of rhino specifically, we continue to contribute to the overall security effort within and beyond the Sabi Sands reserve. Should the opportunity present itself, Londolozi is willing to engage in efforts to reintroduce other species of conservation significance. This goes beyond that of animals but includes plant species that may require protection. Examples of these are the Pepperbark Tree (*Warburgia salutaris*), Wild Pear (*Dombeya rotundifolia*), Square-stem Raisin (*Grewia flavenscens*), and the Marula (*Scelerocarya birrea*) of which there appears to be a lack of recruitment.

3. Facilitate access to renewable natural resources for the sake of sustainable consumptive utilisation and the sharing of benefits.

We believe in the concept of the “wildlife economy” as the success upon which safari operations are based. We also believe in the many benefits that nature offers in terms of its ecosystem goods and services. Sustainable, consumptive utilisation of selected natural resources on the property provides us with the opportunity of sharing benefits beyond our boundary. This is an aspect emphasised by scientific research conducted at Londolozi and one which we plan to continue.

Case study:
Some return on investments cannot be quantified

In the early 1970s the electrical power distribution to Londolozi and other lodges in the Sabi Sands came via overhead power lines. These were, of course, unattractive for our guests visiting a wilderness area and took away from the safari experience in a natural ecosystem. Besides the esoteric impacts of such powerlines, they posed an electrocution risk to wildlife, specifically giraffe and birds landing or nesting on them. We therefore spent over R4 million on burying the powerlines to reduce such risks and remove the visual impact the powerlines created. We are, where practical, working closely with our neighbours to further remove remaining unsightly overhead power lines.



Erosion and invasive alien plant control

Erosion is a major environmental concern, especially with the impact of the safari tracks across the reserve. We have our own erosion control practices and ensure that all incidences of accelerated erosion are timeously addressed as soon as possible using natural solutions and avoiding, as far as possible, the effects and impact of hard infrastructure.

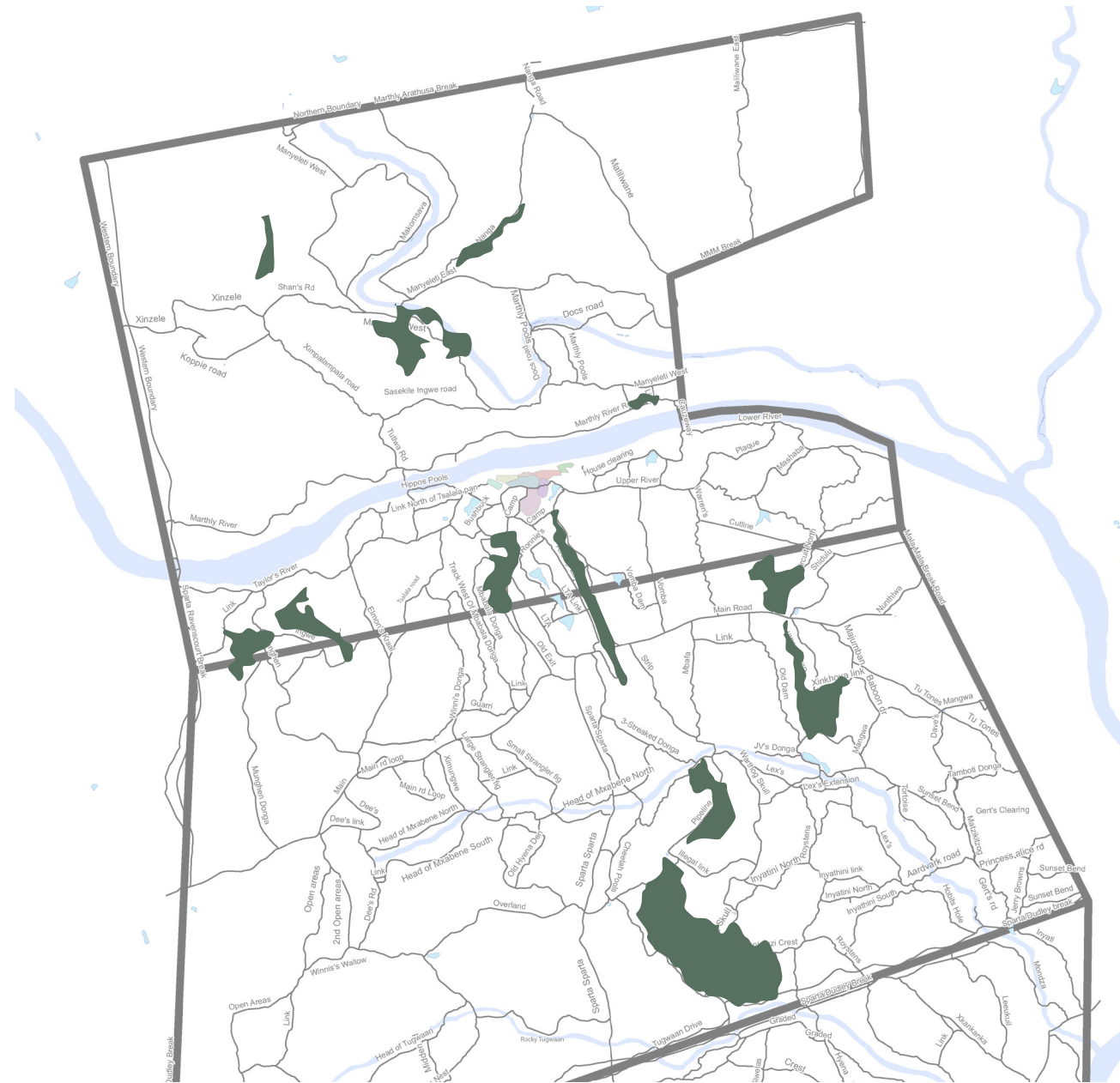
We aspire to have a property that is free of invasive alien plants and work with the Sabi Sands managing authority to reduce this impact.

Micro-catchment management

The provision of water for animals is seen as a tool to manage distribution patterns and to ensure a game viewing experience for guests. At all times we are careful not to allow overuse of the associated vegetation which can occur due to an oversupply of water for wildlife

Other important hydrological features, in addition to the Sand River at Londolozi, include the Manyeleti, the Mashabene and the Tugwane dry river drainage systems. Although these are non-perennial rivers they add enormously to the rich diversity of the area. However, with the growing incidence of drought as well as over abstraction in the upper Sand River catchment, our river strength is being impaired and even drying up in the winter months. This is a huge concern and we are working closely with the government river basin catchment authority to advocate for full protection of the natural river flow (see the section on [Reverence for Rivers - Saving the Sand River](#)).

In addition to the many non-perennial watercourses are ephemeral pans, i.e. natural depressions that temporarily hold water in the wet season. These occur throughout the property and represent important water sources as well as a diversification of habitat.



A map of Londolozi, where the shaded areas indicate where we apply our micro-catchment management techniques.

END OF CHAPTER 2

OUR JOURNEY TOWARDS 2026

As the Vision 2020 Project draws to completion, we can look back upon the evolution of the Londolozi conservation development model. From 1926 and the pioneering hunting/ consumptive model we experienced a change in mindset in the early 1970s with the birth of non-consumptive photographic safaris, founded on the central tenets of conservation and community participation. In 2015, we launched the concept of accelerating abundance and are now looking forward toward 2026, and the introduction of new systems for living and the accelerating awakening of humanity.

CHAPTER THREE

THE SOCIAL ENTERPRISE

THE SOCIAL ENTERPRISE

We believe in the principles of a social enterprise where our success depends on our ability to intentionally addresses social problems and challenges from the local to the global perspective. This includes uplifting the communities we work with by providing access to employment and training, and protecting the environment as a vital component to our Conservation Development Model and building an Economy of Wildlife. The UN's Sustainable Development Goals (SDGs) are very much based on businesses realising their role as social enterprises to create shared value. This is the basis of our philosophy 'to think global and act local', using Londolozi as our platform for contributing to creating a multiplier effect. Read more on our Ripple Effect in our chapter on Raising Consciousness.

Philosophy: The social enterprise



A social enterprise is a business that has specific social objectives that serve its primary purpose. Social enterprises seek to remain profitable while maximising benefits to society and the environment.



2. To create a place in the world to showcase African Excellence – an experience that draws the discerning international traveller seeking a deep connection to the place they are visiting

Economic
Exciter

1. Partnership with
nature, restoration of
land and the creation
of safe havens

Sharing of cultures
based on respect

3. Economic and social
integration that
up-skills and up-lifts
rural people

Intention
of care

EDUCATION

Education in South Africa is not at a level that is inclusive for our entire population. The reasons for this are numerous, ranging from a lack of infrastructure in rural areas in particular, to children running households requiring them to work and sacrifice their education, to teenage pregnancy rendering the mother unable to travel long distances to reach schools. This is the case in many rural areas of Africa.

For this reason, at Londolozi education is a keystone aspect of our mission. We wish to ensure that all the people at Londolozi are encouraged to become the best versions of themselves, and as such are given the tools necessary to realise their full potential. It was on this basis that Londolozi developed various education systems, starting with our Londolozi creche for early childhood development. Later the Londolozi Learning Centre for adults was developed in the staff village to improve skills and capabilities for family members. We then progressed to become the patron and founding donor of a not for profit organization called The Good Work Foundation, a digitally based futuristic schooling model with a central campus 100 kilometres from the reserve, which supports five satellite campuses located in the villages adjacent to the reserve reaching approximately 7000 learners a week.

Case study: Happy homes school



In early 2001 our general manager Stoff Kane-Berman and his wife Debbie, were driving through the entrance gate into the reserve when they saw kids attending school under a tree. They felt they had to help and set out to raise money through Londolozi and later in association with the Africa Foundation. They have since built classrooms, toilets and a playground for the children which has made a huge difference to the learning conditions of the school, which is now permanently attended by many children.



The Londolozi creche

At Londolozi we often have as many as 16 pre-school children visiting in our staff village. We developed the Londolozi creche so that parents - once their maternity leave was complete could return to work with their children and not have to leave them with a relative back home in their community. This allows our staff to maintain the important bonds with their children whilst giving them access to a quality day care centre and teachings based on Montessori principles. We have recently added digital education as part of their early childhood development.

Case study:

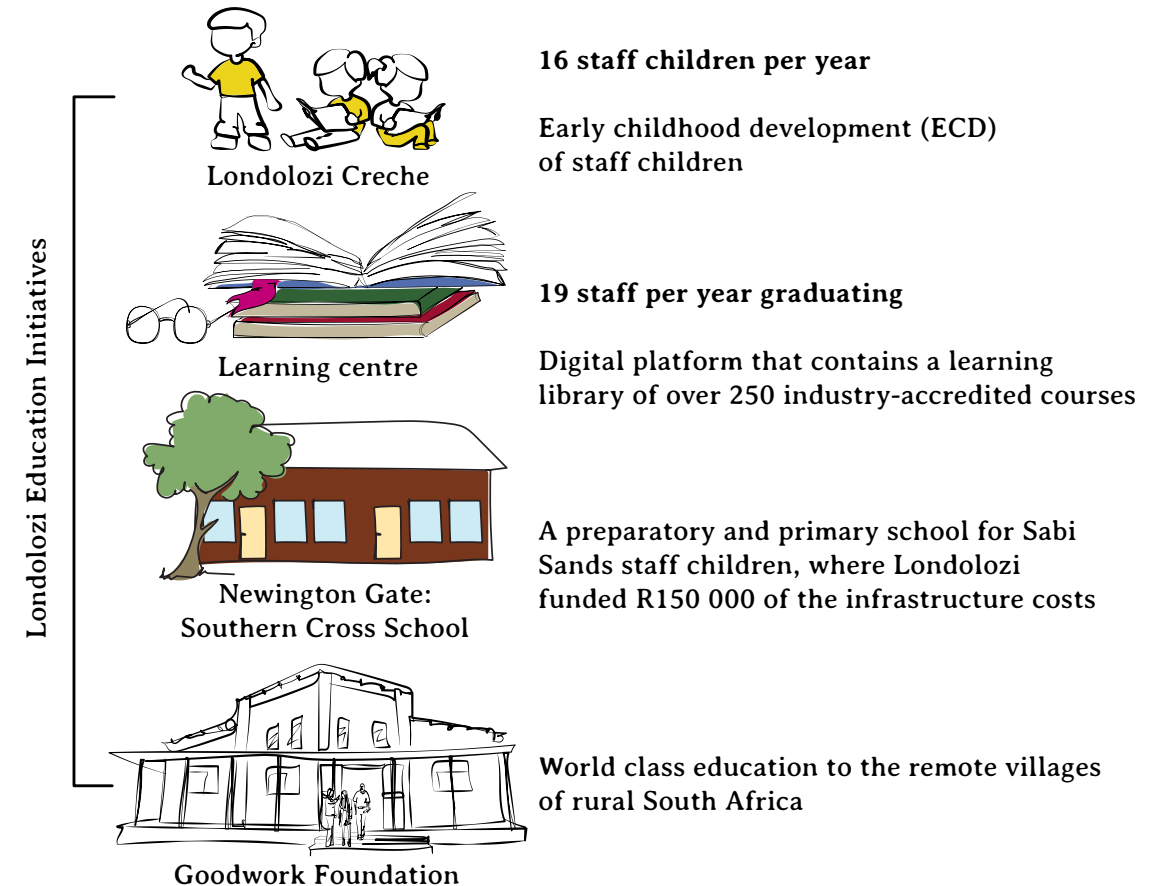
The success story of Accolade Ubisi that represents many more



Phanuel Ubisi, a long serving butler at Londolozi, introduced his daughter Accolade to Londolozi some 20 years ago. Everyone, especially the Kane-Berman family, saw in her incredible potential but none more so than one of our visiting guests at the time. Working together with Debbie Kane-Berman, these guests decided to sponsor her schooling, allowing her to realise her full potential, and she eventually qualified with a communications degree from the University of Limpopo. She has since gone on to work as an intern in the Kruger National Park and later Silvan Safari Lodge. Recently she has been re-employed by the Kruger National Park as Head of Communications, stationed at Skukuza. Her story is one that represents many who have had access to and benefited from our many educational interventions and others in which our guests' generosity and participation have changed the lives of so many local families.

Londolozi Learning Centre

We partnered with Lobster Inc, a digital platform that contains a learning library of over 250 industry-accredited courses, developed by leading subject matter experts. The programmes cover a wide range of practical hospitality training courses that are accessible to our staff 24/7. In addition to this our Learning Centre also provides learning opportunities for English and digital literacy. This enables broader learning and allows for growth opportunity, which supports our staff and gives them the opportunity to pursue their own career development. More than 77 staff have completed various courses in hospitality, ICDL (digital skills) and English.





Case study:
The success story of Simon Sambo – in his own words.

My name is Simon Sambo and I was raised in a beautiful community called Somerset, where I completed high school. My father married 3 wives and had 23 children - I was the fourth child of his 23 children. He was a self-employed mechanic and I worked with him every day after school and became his favourite son.

My father had a vision for me, wanting me to become a mechanic, marry at least 2 wives and have a bunch of children just like him. It was a great vision... but it was not my vision. I wanted to become a guide and achieve something big, something special and unique. I knew I had to learn, work hard and challenge myself. My uncle used to work for Londolozi and during my school holidays I used to visit him. I fell in love with nature and that was the beginning of my journey of chasing my dreams. The way I see it, if you're in the right place with the right people around you everything becomes easy, and the impossible becomes possible.

I started at Londolozi in the craft centre; making candles, cards and many other things. I was happy but I knew it was not the end but the beginning of my success.

I never stopped learning and challenging myself. Through my hard work and humbling myself with a good attitude and always being ready to help others, I had the privilege to work for the Varty family for six years as a co-ordinator of the house. It was a great honour. Everyone was so supportive and helpful, everyone there was like my mirror, I never stopped learning.

The Lobster Inc. learning programme was introduced to Londolozi while I was working for the Varty family and I knew it was my time, being around people who understand education. They were so supportive, always encouraging me. I saw opportunities and grabbed them straight away. It was not easy for me because I had to learn and work at the same time. Every day and night after my working hours, I knew I had to make sacrifices in order to become who I am today. That was the music playing in my mind. I was ready to 'dance' and adjusted my sleeping hours. Instead of going to bed early, I would go to bed late so I could learn. I felt the pain but I knew the pain would only last temporarily and if I quit it will last forever - and I knew at the end of the pain, there was success.

I eventually moved from the Varty family house to work at Varty Camp as a butler. It was huge decision because I loved working with the family. My mind was still hungry for learning and so I never stopped working hard. I was always early to my work, living as an example and being kind towards other people. Within a year I had a discussion with my General Manager about what my strengths were, and I was promoted from a butler to camp manager. So, nothing is impossible if you have knowledge. If it's impossible, be the first person to make it possible.

What motivated me to achieve my dreams was based on these three keys to success:

1. It is never the end but the beginning of your journey of chasing your dreams, achievements, and success. If you keep on learning you will have knowledge and if you have knowledge everything becomes easy.
2. Don't be afraid of failing, it's okay to fail. What is not okay is to quit when you fail. If you quit, you'll regret what could have been, but if you get up and try again, you're a winner. And don't let any opportunity go no matter how big or small.
3. Always have a positive attitude towards people. Remember your attitude defines who you are. You can have the top degree, diploma and certificate but if your attitude is bad, any achievement you have is like zero.

The Good Work Foundation (GWF)

We are the Patron and founding donor of the [Good Work Foundation](#) (GWF) and established the first prototype digital learning centre in the Londolozi Village. From these humble beginnings, GWF has grown and developed as a futuristic EDU model which operates in support of the formal schooling system and is able to deliver access to world class education to the remote villages of rural South Africa. In 2012 the Hazyview Digital Learning Campus (HDLC) prototype was established, located about 100 kilometres from Londolozi and close to the border of the Greater Kruger National Park.

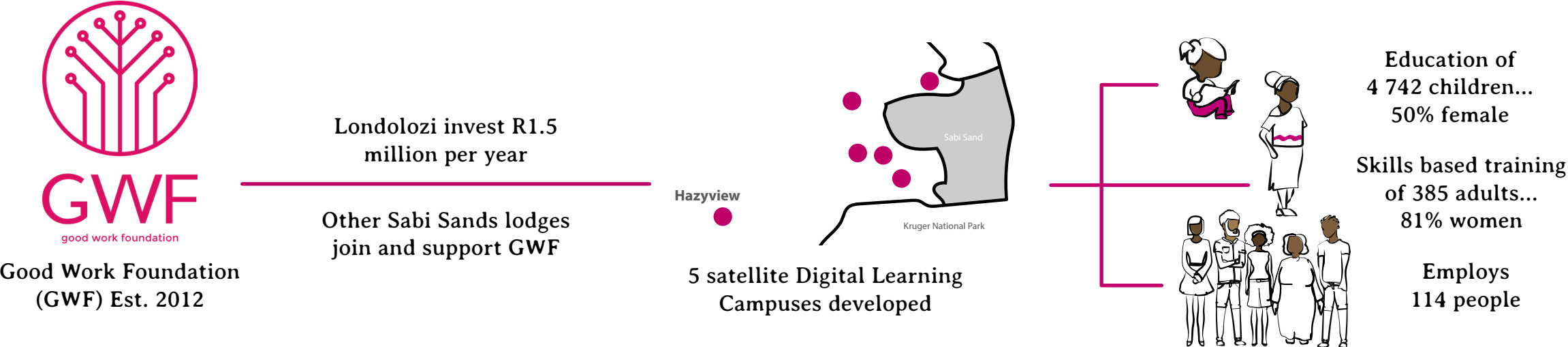
This campus is an ecosystem of learning, which was not only designed to supplement the existing schooling system but was also intended to prepare learners technically and emotionally for the arriving digital cloud economy, the fourth industrial revolution and facilitate access to gainful employment with the education and training received. The success of the GWF is shown by the amazing results being achieved at both its central innovation campus in Hazyview and the six satellite digital campuses, which have been systematically established in the villages adjacent to the Sabi Sands.

By 2022 this network of campuses will have the potential to provide digital education facilities for over 26,000 students from the area.

This programme has become a beacon of cooperation and co-creation, as many of the lodges in the Sabi Sands have stepped forward and joined Londolozi by committing long-term sustainable funding to GWF to continue the ongoing operations of these satellite campuses. This collective investment by our colleagues in the industry will serve to unlock untapped human potential currently residing in these rural villages.

As we approach the end of the Vision 2020 Project, GWF was responsible for the education and learning improvement of 7 473 children between the ages of 10 and 18 and the skills-based training of 385 adults. These learning centres are situated in rural areas often far removed from the access to governmental infrastructure. Furthermore, at the last census, 81% of adult learners were woman and 50% of the children were girls. This has been achieved at a cost of about US\$1.50 per child per day of digital learning.

Londolozi has - to date - donated in excess of R6 million to GWF, on average R1.5 million per year since 2015 and provided many other “in kind” forms of support. We raise on average R150 000 per year from guests who generously support the foundation with added donations. We are, as a result, directly responsible for the provision of digital learning and skills-based training of 427 children and 26 adults a year.



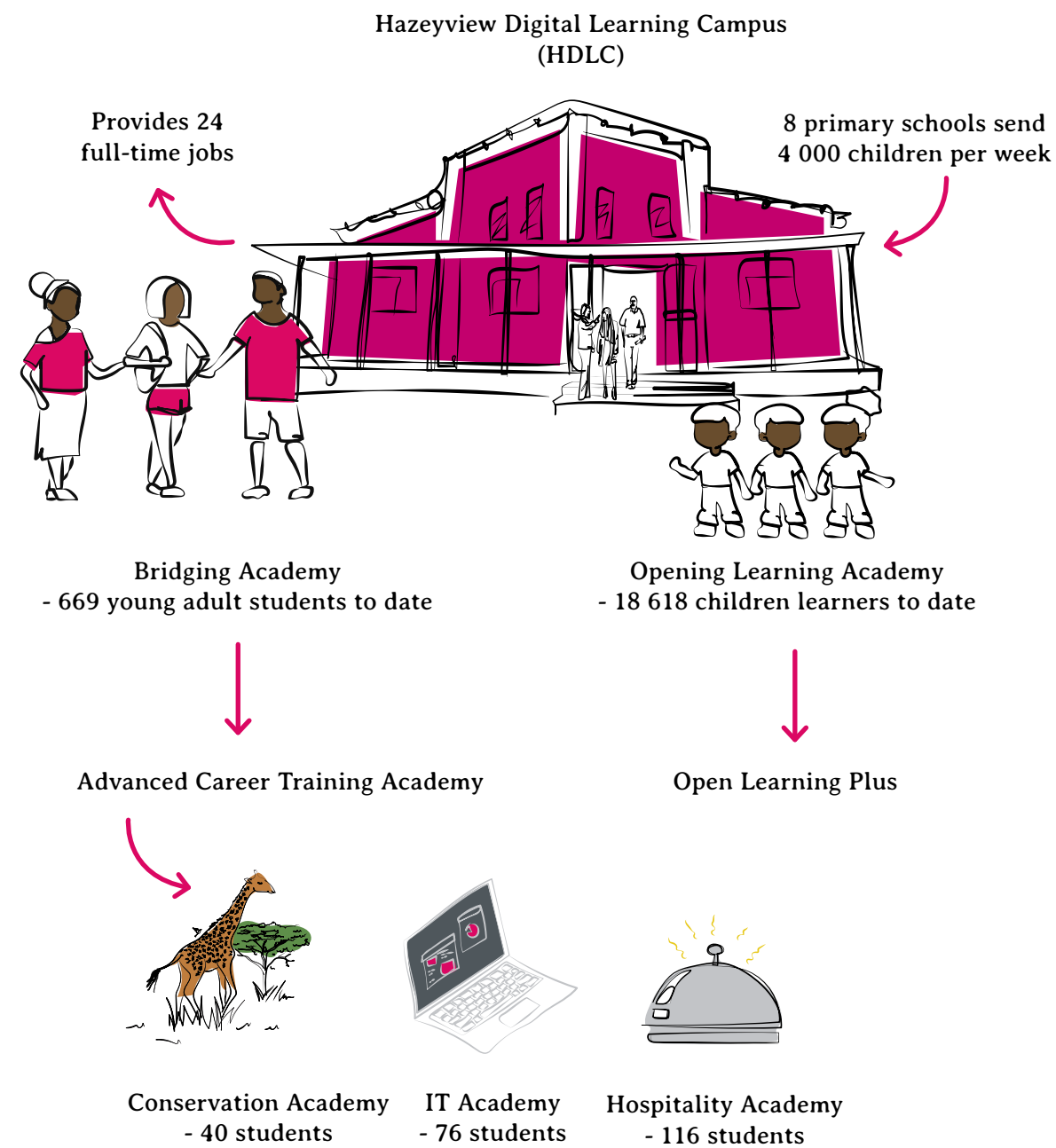
Hazeyview Digital Learning Campus (HDLC)

The HDLC’s adult learning programmes have seen more than 1,500 young adults graduate with internationally recognised qualifications in Information and Communication Technology (ICT). In addition, eight primary schools send over 4,000 learners to the campus weekly for access to digital learning. The campus has created 24 full-time jobs, with 100% of the employees being previously disadvantaged individuals coming from the local community.

In addressing the challenges of learning in rural communities, GWF implements three progressive stages of education and training:

- 1. *The Open Learning Academy* partners with rural primary schools, allowing them to outsource digital, English and mathematics literacy to the HDLC. This was setup as a continuous programme that supports rural learners from Grade 4 onwards.
- 2. *The Bridging Academy* creates a learning bridge between school and work or further education training, preparing rural school leavers for life in modern business environments. This is a one-year accredited programme.
- 3. *Advanced Career-Training Academies* recruits graduates from the Bridging Academy into programmes that respond to the needs of the community in which the campus is located. The first Career-Training Academy to be set up at HDLC was the IT Academy, followed shortly after by the Hospitality Academy and Conservation Academy.

This innovative training model enables each programme to be linked to an enterprise established in partnership with an industry leader. The purpose of the enterprise is to employ graduates and fund the learning programmes, resulting in the creation of a sustainable and lasting social enterprise.



Case study:
Cry Sithole

Life did not start out easily for Cry, where as a child and throughout primary school in Huntington Village, where he grew up, he used to look after his father's goats. At the age of only 16 he moved in with his grandparents in another community, known as Justicia, to look after their cattle for few years. He later moved back to Huntington to finish high school, where he matriculated from Hundzukani High School in Mabarule.

After school he got his first job at Ngala Private Game Reserve as a waiter, spending about a year there. Cry eventually left Ngala and joined Londolozi, initially as gardener for the General Manager at the time, Chris Kane-Berman – affectionately known as Stoff. In fact, today Cry still attributes a lot of his own success to Stoff, as after working in his garden for a year, he was promoted to a butler position in the camps. He was taught by the camp managers and the team of other butlers in Varty Camp, later moving to Founders and finally to Tree Camp.

During this time, he worked through the various Lobster Inc. learning programmes offered at Londolozi to upskill himself, focusing on the coffee courses, wine courses, and food and beverage service courses. He completed them all with flying colours and is now an assessor for those courses at Londolozi. He now trains other butlers and camp managers on these critical hospitality skills.

Cry attributes a lot of his lessons learned from guests, saying that “with every little conversation, compliment or complaint he learns something valuable and important, while also gaining an understanding of how different the lives of people around the world are.” Cry was eventually offered the position of Camp Manager, where he says that “he felt really nervous as he knew he had big shoes to fill, but the support that he got from the rest of the Londolozi family made the transition much easier.” Ultimately Cry states that he will never forget the mentorship, guidance and belief people had in him at Londolozi, specifically that of Bronwyn and Boyd Varty, and of course Stoff.

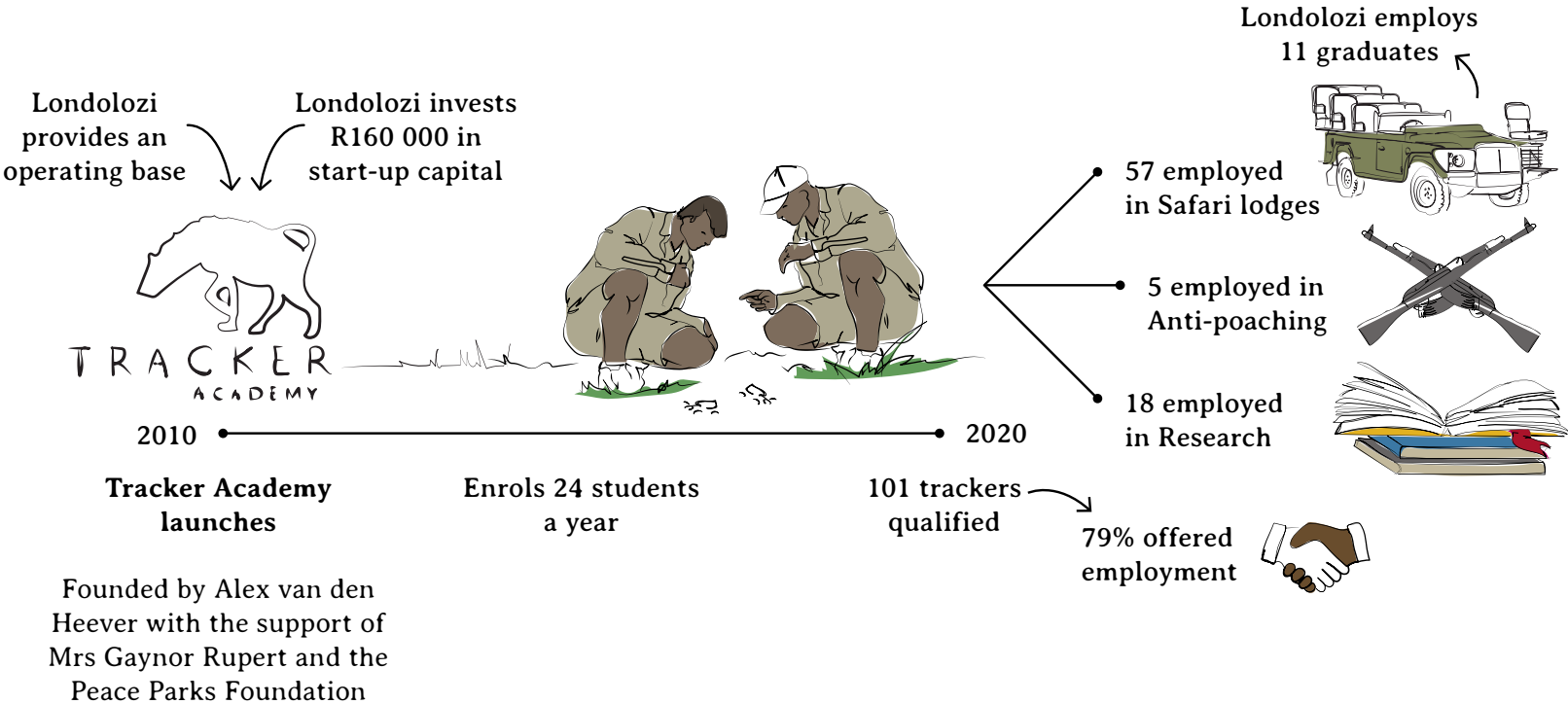


Preserving Ancient Wisdom and Customs: Tracker Academy

The Tracker Academy’s overarching vision is to “restore indigenous knowledge in Africa” and empower tracker graduates to become ambassadors for the African wildlife industry by bringing authenticity and accuracy to environmental education, wildlife protection, eco-tourism, monitoring and research. The Tracker Academy was founded in 2010 by Alex van den Heever and Renias Mhlongo, Londolozi alumni who, with the visionary support of Mrs. Gaynor Rupert, now operate the Academy under the auspices of the Peace Parks Foundation.

The Tracker Academy manages to transcend generations and embrace tradition, culture and crafts that seek only to enhance the understanding of nature and the importance of protecting wildlife safe havens. The unequivocal power of tradition is brought to the very forefront of growth and understanding. By returning to the ancient art of tracking, this academy provides employment, education and training while maintaining and upholding ancient customs and unearthing wisdom that would otherwise lie dormant or be lost to time.

The academy now enrolls 16 students a year, the majority of which are sourced from local areas, and Londolozi provides The Tracker Academy with a permanent base of operations with full bed and board facilities and training materials for the students. Whilst on site, they have full access to the [Londolozi Learning Centre](#). Over and above this, learners also have access to the [Londolozi Medical Clinic](#).



The cost of educating each learner at the tracker academy is around R100 000 per year, funded entirely by donations. The Academy employs seven permanent staff members, three of which are based and housed on site at Londolozi.

Londolozi invested an initial injection of R160 000 into the construction of the Tracker Academy base. While this gave the academy a starting point, it has also resulted in the education, training and graduation of 150 students since opening. They have achieved an impressive employment conversion with 135 students having been formally employed thus far in the conservation industry, ranging from eco-tourism to anti-poaching and research. Fifteen graduates have been employed by Londolozi.

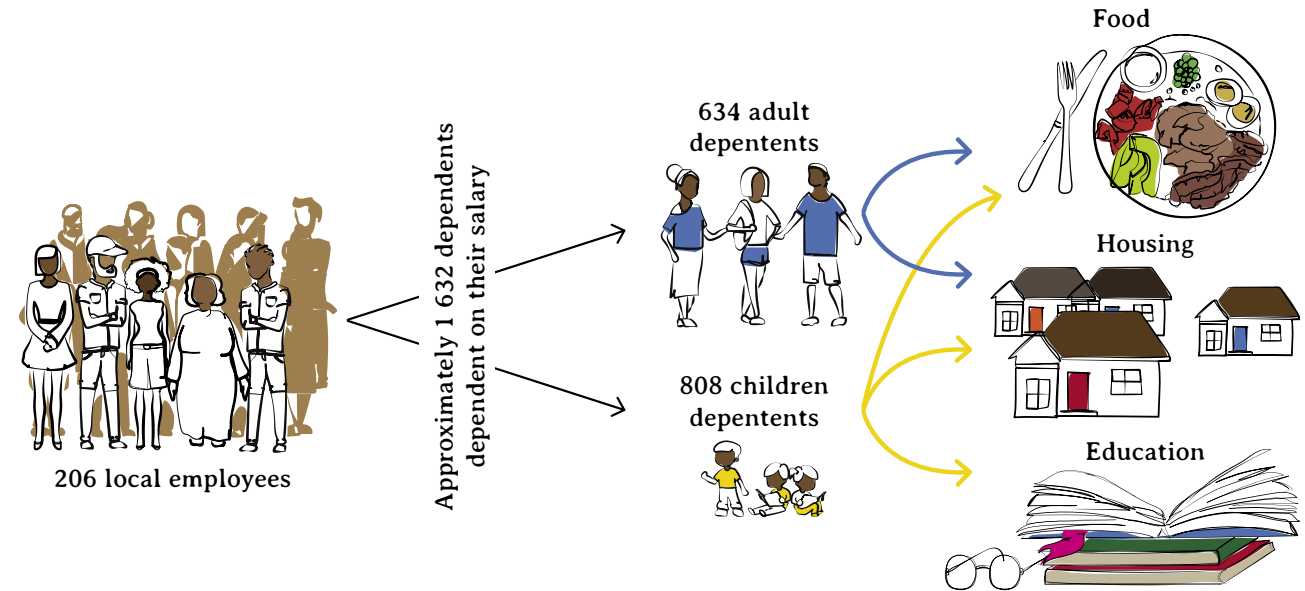
REGIONAL ECONOMIC UPLIFTMENT

South Africa has an official unemployment rate of 29%. However, in the region of Bushbuckridge that surrounds Londolozi, youth unemployment is as high as 78% (Stats SA). We also have one of the largest GINI coefficients in the world, highlighting our need as a country to tackle inequality and poverty.

Our approach to staff and their wellbeing goes beyond the provision of salaries; we try to create a sense of belonging and a continuous striving to improve. The Londolozi mission is to provide a place where people become “the best version of themselves”, while embracing the learning and wisdom of both current and ancient teachings alike. It is a place that embodies all the ideals of the business whilst still meeting the basic needs of the staff member and in so doing bettering the lives of the greater Londolozi family and those who depend on them.

We host a maximum 64 guests daily but employ 281 people of which 206 are from local and surrounding villages. On average each staff member has 7 dependents, meaning that our staff salaries directly support the lives of 1 632 local people, of which 815 are children attending school and a further 641 are unemployed adults. Londolozi is described as an “economic exciter” for the region and we strive to lower unemployment and promote school attendance. Read more in the section on [education](#).

We have created a staff village which is centred on a respect of culture and a sense of oneness. All our staff have unrestricted access to electricity and clean running water, as well as subsidized use of Wi-Fi, giving them the right to be well informed on global events and access to a multitude of learning possibilities.



Case study:

What is waste for one is value for another



In 2001, we were approached by a local pig farmer whose business was collapsing due to a lack of food availability. We immediately saw an opportunity to send our inedible food waste to him for his pigs to consume. We also upgraded his pens and used some of our old fencing to improve his farm boundaries. Since then, his business has grown from the original four pigs to over 250 animals. Other lodges have followed our example and now also provide him with food waste which has allowed his business to flourish.

SUPPORTING OUR STAFF'S FINANCIAL NEEDS

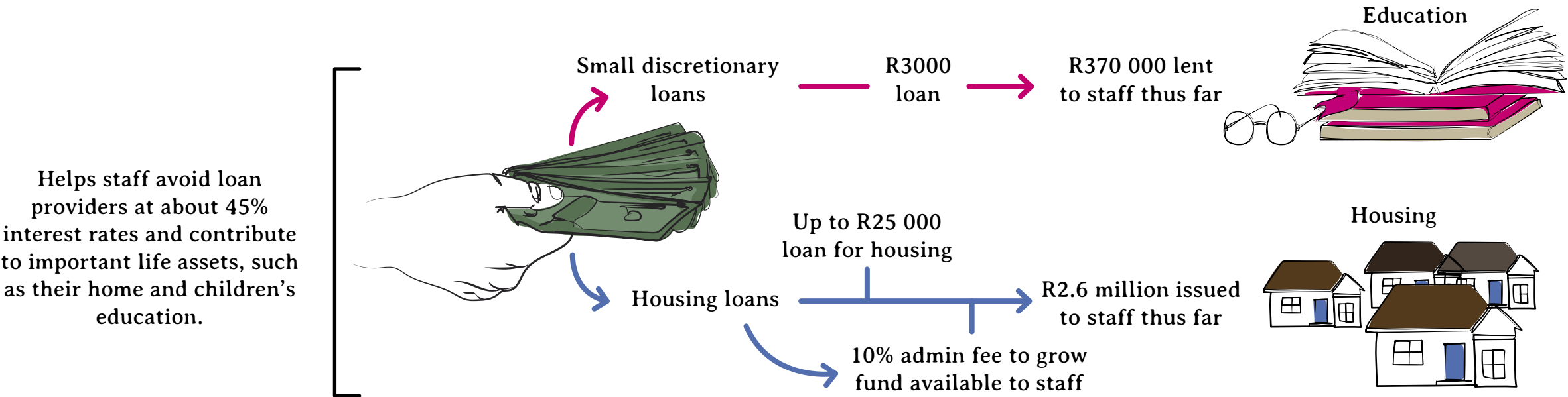
Financial health is a core value and one that can cause significant difficulties if not managed correctly. We wish for our staff to be informed and make good financial decisions that will help them grow their economic status and improve opportunities for education, training and employment for their descendants.

One way of ensuring this is by providing a revolving loan facility to our staff members to assist them with their financial burdens thereby removing the need for staff to access credit from local loan providers at exceptionally high interest rates. We provide two types of staff loan opportunities:

1. Small interest-free staff loans: We provide loans of up to R3 000, typically used to pay school fees or other sudden costs, such as funerals or the like.

We generally provide these loans at no interest and expect them to be paid back within 6 months. Since 2015, we have issued over R370 000 of such loans.

2. Housing loans: We provide an opportunity for staff to access housing loans up to a maximum of R25 000. These are expected to be repaid over three years. The repayment on these loans is also free of interest, however the staff member is charged a 10% admin fee on the value borrowed, irrespective of amount or payback period. This admin fee is in turn reinvested into the loan account to increase available funds for other staff to access this funding. To date, we raised admin fees of over R100 000, and over R2.6m has been issued in loans since we launched this staff benefit. Only R220 000 is currently outstanding from staff.



SUPPORTING LOCAL ENTREPRENEURS THAT GROWS RURAL ECONOMIES

We have invested in various resident entrepreneurs based in the surrounding villages of Londolozi. One such entrepreneur has enabled us to outsource several supply chain activities to a locally run and owned company. This company provides us with a portion of our laundry requirements and employs ten local community members. They also provide us with a regular and frequent staff transport service to move staff daily from their homes to work. Read more on how this reduced traffic in and out of the reserve in [Chapter 1](#).

Case study:

The Londolozi craft centre and choir



We believe in creating sustainable micro-economic environments within the Londolozi business model. Many of these are run by women's co-ops which include the Londolozi Craft Centre and Choir.

The Craft Centre: Female staff make beautiful crafts at Londolozi which are sold to our guests whilst on the village walk. Often these crafting skills such as the art of beading or how to carve a spoon out of hardwood, have been passed down from generation to generation. This micro-activity generates approximately R200 000 of revenue for the crafters per year from Londolozi.

The Choir: The Londolozi Ladies Choir entertains guests at Londolozi's five camps, singing traditional songs from their childhood which give guests an insight into a rich culture. The choir, whilst being employees of Londolozi, earn up to R560 per performance generating a secondary micro-income for all the choir members.





Case study:

Local economic upliftment: Reason Mkhathshwa



Reason is an incredibly motivated young man. He started work at Londolozi as a gardener and moved into the maintenance team where his passion and skills truly emerged. In the maintenance field he is constantly trying to improve and has been doing annual courses to enhance his current skillset. We have helped him to attend various classes such as mechanics, air-conditioning and refrigeration.

What has stood out is Reason's woodwork skills. He is now known as "the man who can build you anything." He started off fixing the odd shelf here and there and now builds the most incredible furniture for staff at the lodge, ranging from tables and chairs, to bars, shelves and even beautifully crafted wooden toys for children. He also sells some of his smaller pieces in the craft centre. Reason has since developed his own business in his home village, where the beginnings of a new economic opportunity now awaits.

This partnership between entrepreneur and Londolozi has been a great success and continues to grow local businesses employing over 20 people.

HEALTHCARE

We believe very strongly in providing an environment for our staff that not only cares for but boosts their healthy living. Our staff are offered medical aid facilities, whereby we contribute to half of the costs if they choose to take it up. Being based in a game reserve does mean that health care facilities are not easy to access. We have also supported a number of other initiatives to improve the broader community's access to healthier lifestyles, Nhlayisa fortified porridge being one example. Read more below to find out about each of our initiatives.

The Londolozi clinic and health education

Every weekend, we bring in a doctor and a nurse to the lodge to offer our staff access to a general practitioner (GP) at their workplace, as opposed to costly transport to the nearest clinic outside the reserve. We host the doctor and nurse in the lodge - this at an annual cost of approximately R200 000 a year.

Besides the convenience, we also subsidise for our staff the cost of seeing the Doctor or nurse, reducing the cost of the appointment to just R20 (just over \$1,50). The doctor offers screening for primary healthcare concerns and common illnesses in the area. These include malaria testing, HIV screening and other chronic conditions such as hypertension. The clinic also provides the medication required depending on the diagnosis.

We run health workshops with our staff when the doctor and nurse are at the lodge. They discuss various health topics, from primary healthcare to difficult life changing illnesses such as cancer or sexually transmitted diseases (STDs). In the clinic itself, we have a TV that educates staff while waiting for appointment on various health concerns and recommendations on how to prevent various conditions such as a stroke or getting malaria.

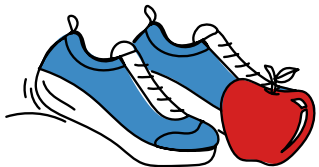
Healthcare at Londolozi

The Londolozi Clinic



Doctor and nurse available onsite weekly at our cost. Staff only charged R20 per appointment.

Healthy Living



Full staff gym available. Fitness Friday - 2.5km walk/run. Team enters the Skukuza Fun Run.

Nhlayisa - Food to Power Africa



Fortified porridge with essential minerals and vitamins.

Healthy living

We promote our staff to aspire to healthy living through eating correctly and exercise. We have recently significantly upgraded our staff fitness infrastructure including a new gym and swimming pool. We charge a small monthly membership fee of R60 to staff for access to this area. We provide free yoga classes for our staff which are well attended and benefit both the mind and body. We have developed an initiative called Fitness Friday, whereby all staff who would like to meet for a weekly 2.5 kilometre run or walk do so around a designated course in and around the Londolozi village and camps. This sense of village life promotes healthy choices and is a great team activity once a week. Some even do weekly time trials and compete for top spot. We support staff getting involved in various fun runs or other events, such as the Skukuza Fun Run or the Nedbank Tour de Tuli mountain bike event.

Nhlayisa – Food to Power Africa

The Nhlayisa project was a venture founded with a vision to play a role in contributing to ensuring balanced nutritional diets for families who live beyond the boundaries of Londolozi. We are Founding Partners and shareholders of the business. It is a nutrient-rich porridge with essential minerals and vitamins that typical staple foods such as maize meal lacks. It was developed with the mission to contribute towards providing fortified foods for both bulk requirements and retail markets – thereby facilitating positive health and energy for all.



END OF CHAPTER 3

OUR JOURNEY TOWARDS 2026

Over the last 10 years we have transformed Londolozi into a social enterprise in partnership with nature, able to contribute to society whilst creating maximum potential for benefits for our people. The growth of the Good Work Foundation (GWF) has further impacted the local societies with new socio-economic opportunities through education and job creation. We have seen this in our own learning centre, through the Tracker Academy and development of local supply chain entrepreneurs. We look forward to further investments into our people and the families that surround Londolozi, thereby furthering our mission to be an ongoing quiet force for good in the region which will continue to create even greater impact by the time we reach our centenary year in 2026.

CHAPTER FOUR

A RISE IN CONSCIOUSNESS

A RISE IN CONSCIOUSNESS

The Londolozi consciousness continues to evolve. We have come to believe that before we can heal the planet, we need to heal ourselves so that we can begin to reverse much of the environmental destruction we see today. A new narrative is now emerging at the convergence of human awakening, explosive technological advancement, African heritage and the realisation that we need to return to the wisdom of nature's great master plan. Only once we as individuals reach this greater level of understanding can we then begin to make more informed and conscious decisions on how we impact the world around us.

At Londolozi we developed the concept of investing into various elements of what we call our "hardware", such as emerging technologies to reduce our impact on the environment whilst developing conservation models that extend our positive impacts beyond our boundaries. Establishing the core tenets of our social enterprise model is just part of this new narrative and we believe this must occur in conjunction with the creation of a community and atmosphere that allows each person to be the fullest expression of themselves. Our term for this is "heartware" and is about becoming a model for village life that will inspire guests and staff alike to live in a deeply conscious way.

At Londolozi we believe - now more than ever - that humanity is in need of a life centred in commonality with a greater purpose and connection to each other and the natural world. This is why we have defined our purpose to *"accelerate the awakening of humanity in partnership with nature"*.

We recognise the oneness of our world and the importance of being whole, whilst simultaneously seeking common alignment of interests at all levels of society towards the long-term preservation of wildlife and the protection of our ecosystems and endangered species. Our New Narrative is now central to economic, social and ecological upliftment which uses technology as a force multiplier and a quiet force for good. As we enter this new phase of our existence, we are in search of a new order of consciousness and reverence for nature.



THE LONDOLOZI RIPPLE EFFECT

As the original safari lodge in South Africa, Londolozi has for the past four decades made use of the principles of ancient wisdom, modern technology and nature to become the benchmark for leading innovation in the industry. We now find ourselves at the intersection of deteriorating natural systems and a humanity in search of meaning; whilst at the same time rapid advancement in modern technology offers new possibilities for addressing earth's environmental, economic and social challenges.

Our evolving Londolozi Conservation Development Model embraces the growing human consciousness, advancing technology and wisdom of African heritage. We have become part of an emerging global restoration movement that has the potential to set in motion a virtuous cycle of improved education, raised standards of sustainable living and increased economic opportunities towards the protection of precious ecosystems and the reawakening of the human spirit – we call this the Londolozi ripple effect.

Our Conservation Development Model, whilst constantly maturing, has had far reaching impacts in the creation of similar models across Africa and the world – including North and South America, India and Sri Lanka.

Through the ripple effect, we influence an area of approximately 360 000 hectares, which is about a quarter the size of Connecticut.

More recently the ripple effect is being felt close to home as we develop our new systems for living. We are constantly seeking to improve how we live our daily lives in a way that is sustainable and can be adopted by others in the industry. We have also given rise to other non-profit organisations that have gone on to achieve great things and create their own ripple effects, such as the Good Work Foundation (GWF) and the Tracker Academy. We believe we must strive to be a force for good, using our influence to promote a raised consciousness, thus becoming a pocket of light and a change agent to create a positive ripple effect which impacts the world.

We aim to be a place that people will look to as a model for the possibility of living in deep harmony with each other and the natural world. A place where each person belongs to the movement to restore our planet.



Examples of Londolozi-inspired Conservation Development Models

Phinda Game Reserve, South Africa - 1992

It was a discussion with some extraordinary investors around the campfire at Londolozi, spearheaded by the Getty Dynasty who pioneered impact investments at the time, that inspired the creation of Phinda Game Reserve in KwaZulu-Natal, which was the founding conservation project for &Beyond (previously CCAfrica).

Twenty-five years later, Phinda's Mission 'Care of the Land, Care of the People, Care of the Wildlife' bears testament to the enduring principles of The Londolozi Model and Phinda is now regarded as a lighthouse project for fully integrated conservation development and a shining example of land restoration and community upliftment. These principles of long-term impact investment are now being followed by other global investors.

Since the creation of this remarkable wetland reserve, &Beyond has gone on to become a leading safari company with impressive nature-based operations spanning three continents and empowering thousands of people.

The 100-year Conservation Plan - Luke Bailes

The name "Singita" came to life during discussion under a Marula tree with our long-standing friend and founder of Singita, Luke Bailes. He and Dave Varty were drinking tea, and whilst discussing Luke's vision for creating a 'miracle' safari company, the name 'Singita' - meaning miracle - was born. Dave and Shan had the privilege of working closely with Luke in the formative stages of establishing Singita in the Sabi Sands and continue to cooperate on a number of conservation related projects. Luke has gone on to create a remarkable 100-year Conservation Plan, which not only creates Safe Havens for rare and endangered species but brings great possibilities to rural families and local entrepreneurs in Southern and East Africa.



Restoring a desert wonderland - Tswalu, South Africa

Londolozi's fingerprints can be seen in the creation of a remarkable desert wonderland, Tswalu Kalahari Game Reserve in the arid landscape of South Africa. The late Stephen Bowler, founder of Tswalu, undertook and funded the purchase and assembly of a large contiguous block of bankrupt farming land on the fringe of the Kalahari Desert after discussions with the Vartys.

During Stephen's visit to Londolozi, he was able to understand and experience the essential ingredients of The Model which proved that, if indigenous land-use practices are restored, the objectives of conservation can serve both the people and the economy of the region. Tswalu Game Reserve, following the assembling of over 228 000 acres of failed farming land, is now under the custodianship of the Oppenheimer Family who, over the past 22 years, have worked tirelessly in partnership with nature to double the size of this remarkably restored desert wonderland. The Oppenheimer Family joined an enlightened group of people from around the world who are leading an expanding global restoration movement.

Leopard Trails – Sri Lanka

Following numerous visits to Londolozi, Radheesh Sellamuttu, Haresh and Amrith de Soysa were also inspired by The Londolozi Conservation Model. Driven by their passion for conservation, hospitality and Leopards, they set about exporting the principles of The Model to Asia and are now the owners of the Leopard Trails lodge in Sri Lanka.

Leopards Trails is an extraordinary safari operation in Sri Lanka and has camps situated on the borders of Yala and Wilpattu National Parks. After talking to Dave Varty, they were further motivated to draw on the principles of partnership with government and the establishment of private concessions in Sri Lanka and are in process of exporting the principles of the Londolozi Model to a new corner of Asia.



Source: www.tswalu.com

Caiman Ecological Refuge - Jaguar Sanctuary, Pantanal, Brazil

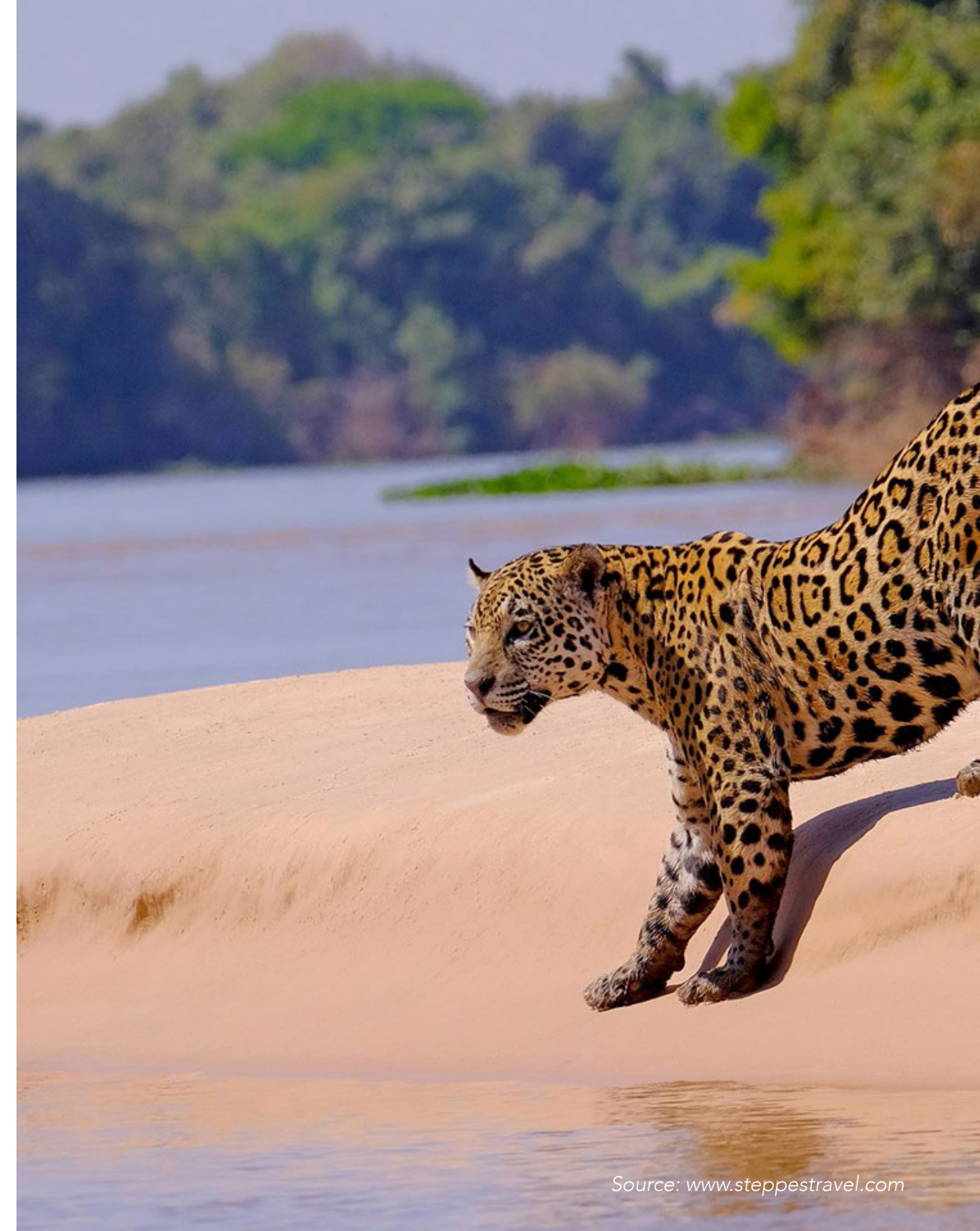
Roberto Klabin was so enthralled by what he experienced during his visit to Londolozi that he requested our support in assisting him to habituate Jaguars on his vast cattle ranch in the Pantanal Wetland of Brazil. These Jaguars had for centuries been persecuted by cattle ranchers. Roberto had several years earlier established a visionary project to create the first ever privately motivated Jaguar sanctuary in Brazil. Whilst the Jaguars had for some years enjoyed absolute protection, they were difficult - if not impossible - to locate in their jungle habitat.

Londolozi deployed experienced trackers from South Africa – graduates of the Tracker Academy - to begin the process of habituating these Jaguars and help train local trackers.

Now, only a few years later, guests are regularly viewing Jaguars at the incredible Caiman Ecological Refuge in the Pantanal, and the relationship between man and Jaguar has been restored. The Caiman Ecological Refuge Pantanal is a testament to the unwavering dedication of wildlife custodians such as Roberto and Mario Haberfeld, whose hard work and initiative was of paramount importance in the creation of yet another Londolozi-inspired Global Conservation Model, this time on the South American continent.

The West Coast of The United States of America

Interestingly, over the past few years, more and more visiting guests from the West Coast of America have decided to create their own "Londolozi". Whilst these establishments do not have wildlife, they are being founded on the principles of Village Life and the spiritual engagement with nature. North Star Ranch, Blue Star Ranch and others represent the new frontier in the global growing consciousness.



Source: www.steppestravel.com

Tigers and Leopards - India

Jaisal Singh grew up in the Ranthambore Tiger Reserve which engendered in him a deep love and passion for the wild. As fate would have it, through mutual friends, Boyd Varty, son of Shan and Dave, became Jaisal Singhs' temporary intern at the newly built Sher Bagh Luxury Tented Camp - which Jaisal had established on the border of the Ranthambore Tiger Reserve. Jaisal and his wife Anjali, following many visits to Londolozi, decided to establish the Sujan Portfolio of Properties in India to showcase remarkable nature-based wildlife destinations.

The Jawai Project in particular, in which Jaisal has worked with local pastoralists to create a Safe Haven for Leopards, is a truly inspirational conservation effort. This project demonstrates the success of cooperating with farmers and their willingness to embrace and protect free roaming leopards. Jaisal and Anjali are moving spirits for conservation in India and Africa and work tirelessly to motivate for more land to be set aside in the name of conservation.

Lewa Downs - Kenya

In 1984, Ian Craig came to Londolozi in search of inspiration for his family farm Lewa Downs in Kenya as he wished to develop it along the lines of the Londolozi Conservation Development Model. Lewa Downs joined forces with the U.S. Based Nature Conservancy NGO to become a beacon for outward creative conservation and now leads the world in advancing land under wildlife through innovative community-partnership based programmes.

Thirty-Five years later, the Varty and Craig families have come together to collaborate further on a number of conservation issues, which draw on Lewa's experience of establishing partnerships with communities for the inclusion of their land into reserves in South Africa, the exporting of Londolozi tourism techniques to Kenya, and the restoration of the kinship partnerships between man and wildlife.



Source: www.cnbc.com

OUR ALUMNI RIPPLE EFFECT

Our staff alumni

Londolozi is a place where, like the binary rings of a tree, each person who has served here has left their mark. Over the years, the Londolozi alumni have spread our ethos far and wide across the African continent and indeed globally. We think of the captains of industries, the keepers of wildlife, authors, artists and exceptional safari guides, all of whom began their journey here with us. Indeed, Londolozi was built on the legacy of so many who made their contribution by simply adding another brick in the wall. Today new members of the Londolozi Family continue to arrive, make their contribution and in time move on to become the alumni of tomorrow. We have had approximately 700 staff come and go and become part of our alumni that have been part of our developing model and become a change agent of their own. There are far too many to name, but each and every one of them have played a significant role in creating this living legacy across industries and across borders.



on "dawn walks" which at that time was how the origins of photographic safaris began.

David Lawrence

In 1971, whilst still at university when Londolozi was not yet discovered, John and David Varty met up with an economics honours student who had a passionate interest in conservation and who generously gave his support as they attempted to launch a fledgling safari business called "Sparta Safaris".

Indeed, David Lawrence was our first ever "Safari Guide" taking unsuspecting guests

In those early days during the establishment of Londolozi, not only did David provide invaluable advice in many aspects of birthing the business but also took it upon himself in his spare moments to open the first Sparta Safari and later Londolozi reservations office. Since those wild pioneering days John and David Varty disappeared into the bush to develop Londolozi and lost touch with David Lawrence, who pursued his own career which began at the Chamber of Mines and as an economic advisor to the Prime Minister. Later David joined Citibank in Johannesburg, working mostly in the treasury arena, but after a number of years, he moved to the World Corporate Group, and then finally became Chairman and Managing Director of Citibank.

In 1987, Citibank was merged with First National Merchant Bank and David was appointed Managing Director of First Corp Merchant Bank Limited. After successfully building this business, David eventually joined Investec Bank - nearly 10 years later in 1996 - as Managing Director of their Corporate and Investment Banking division – a position he held for many years. David has enjoyed 24 years at Investec where he is now the non-executive Deputy Chairman of Investec Bank Limited.

He also is a director on the boards of several listed and unlisted companies, including the Johannesburg Stock Exchange (JSE Limited), and NGOs such as the BirdLife Trust and Ubuntu Wilderness. In 2006, the old friendship was rekindled as the wheel of life turned full circle, and after much discussion with the Vartys, David returned to his original passion for Londolozi and conservation by agreeing to become Chairman - a position he has now held for the past 11 years. During this time David has played a pivotal role in the restoring of Londolozi as an industry leader by providing invaluable guidance, governance and the disciplined due process required to rebirth Londolozi in its new order.

David continues to play a very active part in the affairs of Londolozi and more recently has taken a keen personal interest in developing and mentoring various small related social enterprises in partnership with local supply chain entrepreneurs.



Brett Wallington

In 2007, after completing an Honours degree in Ecology, Environment and Conservation, Brett joined our guide training programme to become a Londolozi ranger. He spent the next three years guiding guests, where due to his love for spending many hours in the bush, he earned the name “Mahlatini” – that in local Shangane culture, means ‘man of the bush.’ Brett had a passion for sustainability in its various forms and went on to specialise in sustainability management where he spent five

years with Wilderness Safaris, a major safari operator across Africa, leading their sustainability impact initiatives. Brett led the roll-out of their sustainability strategy of the 4Cs (Conservation, Community, Culture and Commerce), also directing the measurement and reporting of their impact as an ecotourism organisation.

Brett eventually earned his stripes in the corporate sector when Africa’s largest bank - Standard Bank - sought him out to improve their sustainability strategy and communications. There he developed the bank’s new sustainability model called “SEE Impact”, designed to raise the bank’s consciousness of their Social, Economic and Environmental (SEE) impact, which was later adopted by the bank as one of their five drivers of value.

Brett has since founded Ubuntu Wilderness, a socio-economic and environmental non-profit that manages the philanthropic investments of individuals and large businesses. He has also, together with his business partner, developed a new impact investment firm called Impact Capital Africa, which provides investment, advisory and consulting services for positive impact investments. We are also pleased to say he has also gone full circle and returned to Londolozi as one of our impact advisors and partners.



Map Ives

Map’s career started in 1976 when he joined the Zimbabwe National Parks Department as a field ranger. In those days he went from helping establish a protected area for birds around a newly formed lake Darwendale, to lengthy anti-poaching foot patrols and to record data on black rhino populations in Chizarira National Park in the Zambezi escarpment.

It was in 1979 however, when Map moved to South Africa that he became one of our pioneering rangers of Londolozi and that of the safari industry. He worked for three years as a professional guide with Londolozi, before returning in 1982 to his place of birth, Botswana, where he led walking and mokoro safaris into some of the remotest parts of the Okavango Delta.

Map soon realised that the Okavango Delta was one of the finest and most pristine environments on the continent. He went on to study the Delta system in great detail, from its geological formations to the movements and habits of birds and mammals within the region

Map later joined Wilderness Safaris in 1992 to work on their sustainability projects. During the same time and under the auspices of the Ramsar Convention, the Botswana Government started working on a management plan for the Okavango Delta. Map played a key role in the development of the plan, advocating that ecotourism plays a pivotal role as an economic driver for conservation and social upliftment.

Following this, Wilderness Safaris and Botswana’s Department of Wildlife and National Parks began a joint venture of reintroducing black and white rhino to northern Botswana. The Botswana’s Minister of Environment and Tourism asked

Map to chair a committee charged with the management of the Moremi Game Reserve and the reintroduction project.

Between 2014 and 2017 Map served as the National Rhino Coordinator for Botswana as they continue to increase their populations of black and white rhino. Map plays a key role in the planning and implementation strategies and represents Botswana at the Southern African Development Community (SADC) Rhino Management Group as well as for the African Rhino Specialist Group. He is the founder and director of the Rhino Conservation Botswana Trust which was formed in 2014 and is dedicated to the protection and management of the wild rhinos of Botswana, and which works alongside the Department of Wildlife and National Parks in Botswana. He continues to work in the Okavango Delta where the project is based and also travels extensively on speaking engagements concerning rhinos.



[Linky Nkuna - an interview](#)

Linky Nkuna, a Londolozi alumni and Campus Manager at Good Work Foundation's largest campus, Hazyview Digital Learning Campus, was chosen to participate in the 2014 Washington Fellowship for Young African Leaders. Not only did Linky spend six weeks studying entrepreneurship, business and civic leadership at a prominent American college, but she participated in a three-day Washington Fellows Summit hosted by then President Barack Obama.

We interviewed Linky to understand the ripples she is creating since joining Londolozi back in 2000.

Linky, when did you join Londolozi?

Linky: I was determined to work at Londolozi. I didn't want to sit at home, I knew that on my doorstep was this incredible place where I could expand my horizons and meet interesting people from South Africa and the rest of the world. I walked

to the public phone every week and phoned Anya Fourie, now Lotter, at Londolozi until eventually they called me in for in-house training or an internship. I was employed 15 years ago – on a part-time basis – as a babysitter and then went on to become a switch-board operator, a receptionist, front-office manager and then a camp manager.

Tell me about those early days.

Linky: You have to imagine me as a village girl. I had only seen a handful of white people in my lifetime, and now, I was working at a place where I was meeting individuals from all over the world. I loved hearing stories about how other people lived, and I can chat around a fire until the sun comes up. In 2006, I became a camp manager, and the world came to me. What a privilege.

What stands out for me was that everyone at Londolozi wanted me to succeed, even though I was so young and naïve. I remember a conversation with one of Londolozi's previous operations managers, Jane Baker. She said to me: "Linky, you need to save money, you shouldn't spend your entire paycheck." I had no idea about money matters, and I replied: "Why do I need to save?" Jane replied: "Well what if you need some extra money or you lose your job?" I was horrified. I think I actually went white. I said to Jane in a panic: "You can't fire me; I've only just arrived. What will I say to my mother?" Needless to say, I have become a bit of a hoarder.

How did the opportunity to go to Washington come about?

Linky: I have managed Founders Camp and Tree Camp, and I was the first ever camp manager at Granite Camp, but it was in 2009, when I was managing Pioneer Camp that I met guests Melanie Thompson and Amy Morris from Atlanta in Georgia. We connected immediately and Melanie and Amy have been my friends ever since. In 2013, Melanie sent me a web link to the Young African Leaders Initiative website. I applied and was later on my way to Washington! I have always put myself out there with no expectations, and how amazing that a friend in Atlanta thought about me and sent me a chance email. I am eternally grateful for where life's little connections can take you.

*You now work at Good Work Foundation in your home village of Justicia.
Was it easy to go back?*

Linky: One day – out of the blue – Dave Varty stopped me and said: “Linky, where do you see yourself in five years?”

Dave was the first person to ever ask me that question, and it was something that I had never thought about. I went home and created my first ever vision board. I knew that I wanted to help other young people from my community to have access to a world beyond the village. With the full support of Londolozi – and after three years as a camp manager – I joined the Good Work Foundation team and helped to start the Madlala Digital Learning Centre in a Madlala High School building block in Justicia village. We were involved in everything from digital literacy to life-coaching, career days, sexual health awareness and creativity workshops. For the first time, more than a handful of our young students were attending universities around South Africa. A new norm was established, one that said: “You are allowed to dream big, and there are people who will encourage it.” So yes, because I had a mission, it was easy to come home. In 2016, we outgrew our space at Madlala High School, and together with Londolozi, Dulini, Rhino Africa and the Sabi Sand Pfunanani Trust, we established the Justicia Digital Learning Campus and I became the Campus Manager there. Today, almost four years later, a lot has changed: I am the Campus Manager at GWF’s largest campus in Hazyview leading a team of over 30 people; GWF now has five campuses in Bushbuckridge; and we have won multiple awards for reimagining education and employment.

What message would you like to share with the world?

Linky: I say with a full heart that Londolozi is what it is because it’s not a business, it’s a home. It speaks to my soul and my being, and it always has. Thank you, Dave, for always believing in me and pushing me, and thank you for encouraging me to create a vision board.

I believe in paying it forward, and that original vision board is still with me. My most powerful lesson to each one of our students at Good Work Foundation is a

simple question: “Where do you see yourself in five years from now?”

Can you imagine if someone told my 18-year-old self I would be meeting the US President in 2014? The opportunity would not have presented itself without my vision board, and the wonderful people I have been lucky enough to meet over the years.

So, my message is: challenge the people you care about. Ask them about their vision board and then let them know that you believe that they can do it.





Renias Mhlongo and Alex van den Heever

World-renowned wildlife trackers Alex van den Heever and Renias Mhlongo have spent more than two decades working together, tracking leopards and lions at Londolozi, jaguars in South America and grizzly bears in the United States.

They have guided many safaris together and continue to train wildlife trackers and present their talk, “The Power of Relationships” to audiences around the world. Their work has taken them throughout Africa, as well as Australia, England, Brazil, Peru and North America. They have also been featured on several TV news documentaries, most notably one on CNN International.

Alex’s greatest fascination is with the traditional skills of wildlife tracking. He has dedicated much of his life to learning the ancient skill, eventually qualifying as one of a handful of Senior Tracker assessors in 2004 – the youngest ever to achieve this feat. Taught by Renias, Alex converses in Tsonga (Renias’s language), which the pair use to great effect in their presentations.

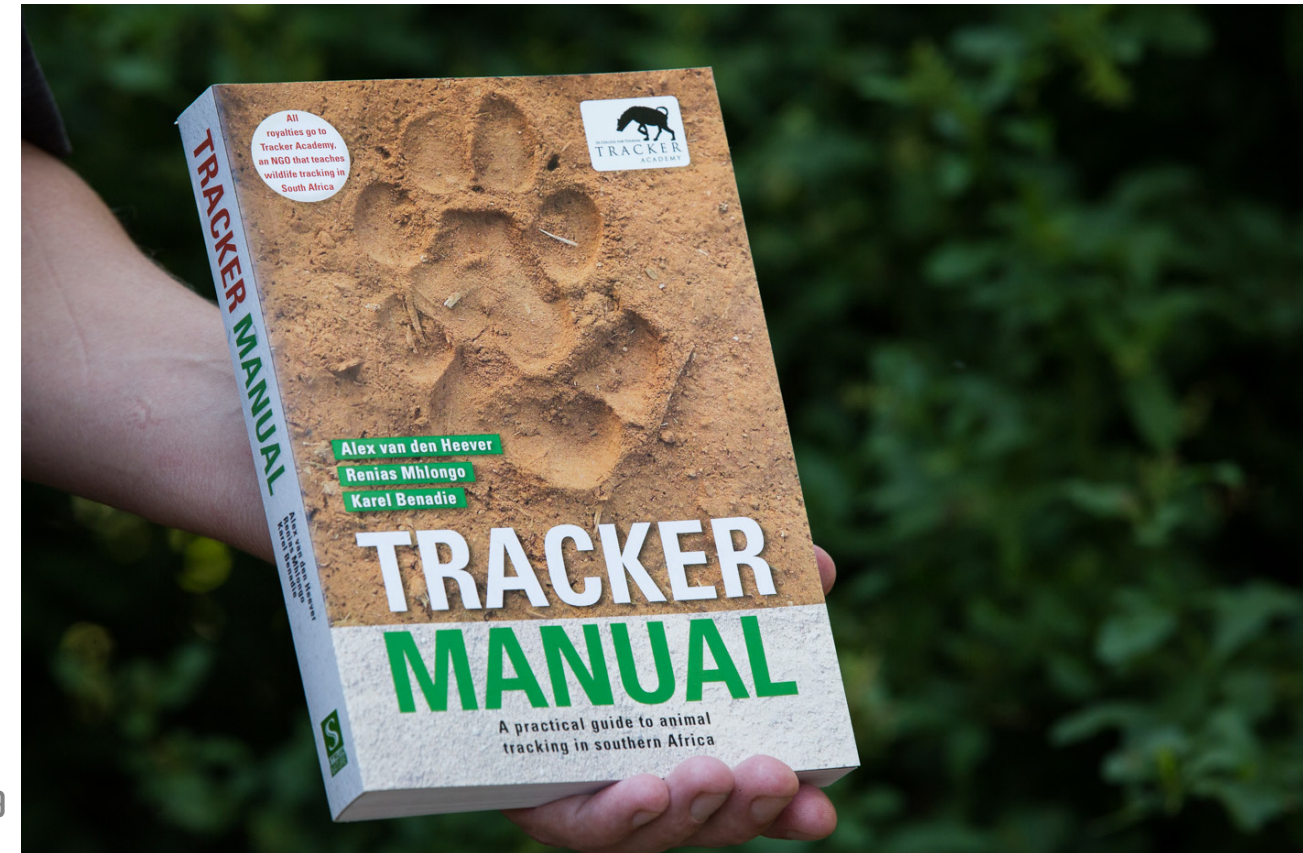
In addition to his conservation work, Alex worked as a facilitator conducting diversity training with Vulindlela Transformational Services. He led programmes aimed at facilitating a better understanding between black and white people working in corporate South Africa.

Renias Mhlongo is the last of a generation who was raised in the original traditions of a Shangaan hunter-gatherer. The Mhlongo family sustained themselves by living off the land, growing vegetables, tending cattle and hunting small game. Renias,

almost as soon as he could walk, became responsible for the safety of his family’s cattle herd.

Without any formal education, he got a job at a game reserve as a tracker. In 1984 he became a tracker at Londolozi – thereby putting to use his exceptional skills as a naturalist. Over the last 34 years Renias has played a pivotal role in habituating the world-famous leopards of Londolozi.

Their book, “Tracker Manual”, co-authored with Karel Benadie, is a best-selling tracking reference guide published in 2017. Alex is currently the General Manager and Renias the Head Trainer of the Tracker Academy – a not-for-profit which trains rural Africans in the ancient skills of wildlife tracking.



Our guest alumni

Over the years we have been proud to welcome thousands of guests from around the world to experience all that Londolozi has to offer, with more than 40% of our guests returning many times. There is a reciprocal awakening that happens when our guests visit us. They bring with them global knowledge and experience from their fields of expertise and we share our model of impact that seeks to accelerate the awakening of humanity in partnership with nature. Once a guest leaves Londolozi, our hope is that we have inspired action in them, and we have learnt from them a greater global awareness of our potential and real impact as Londolozi. Proudly, some guests go back to their home country and use their experience from Londolozi to raise the awareness and consciousness within their family or workplace. Some, in fact, go on to make career changes and dedicate their lives to their own version of a conservation development model and social enterprise. There are so many to mention that have left their mark with us and whom have been kind to let us know the mind shift we have catalysed in them. They are ambassadors for what we stand for and we thank you all for the times you have shared with us.



Rebecca Vandiver

Rebecca visited Londolozi in 2010 on a family holiday to South Africa, a trip that unbeknown to her was going to change her life. Rebecca was working as a very busy attorney in Atlanta and at the time considered herself disconnected from nature. However, after her time with us she describes that “being out in the bush, all my senses came to life”. She reminisces about some of her sightings, saying, “I loved watching a pride of lions near camp for hours on my first drive... time stood

still.” It was during this time that Rebecca realised that the natural world was the real world and that being in an office all day in a closed artificial environment was not. Rebecca left Londolozi with a newfound passion for life and vowed to make nature a part of it.

Upon her return to Atlanta, USA, she searched for ways “to help the natural world and to make people and places in need part of my life, if even in a small way”. Rebecca started with following news on anti-poaching and describes how she was “horrified to learn of the huge spike in elephant and rhino poaching taking place.” Rebecca and her family later moved to Denver, where she began to work remotely for a law firm and so had a more flexible lifestyle. She started contacting different organisations to see if they would take her in as a volunteer. Eventually Rebecca joined a start-up non-profit called Wildlife Protection Solutions (<https://wildlifeprotectionsolutions.org/>), initially as a volunteer but six months later was hired as the Assistant Director.

Rebecca soon was hands on, travelling to the Leuser ecosystem in Sumatra, Indonesia, assisting rangers that were protecting the forest from poachers that set up snares. In 2015, Rebecca returned once again to South Africa with her husband Aaron and 4-year-old daughter, where they met up with their original safari guide from 2010. This time, however, they weren’t on safari but on a work assignment to install cameras that assist rangers in the fight against rhino poaching.

In 2017, Rebecca and her family moved to a small town near Aspen to “live closer to nature and in the mountains”. Rebecca then joined the WildiZe Foundation (<https://wildize.org/>), a private foundation that supports grants in Africa for conservation and community development projects. In 2020, Rebecca and her husband Aaron - also an attorney - are starting their own venture, Wildlife Advocates, a non-profit organization focused on helping wildlife both in the United States and Africa, through legal advocacy.

Rebecca’s story is inspiring to hear and we at Londolozi take great pride in having played a small part in her rising consciousness.

“I feel grateful and inspired by Londolozi in helping me make wildlife a part of my life and being the catalyst for changing the course of my life” - Rebecca Vandiver



Susan Strauss

Susan first visited Londolozi in 2013 as part of a retreat with American author and Life Coach, Dr. Martha Beck. Unlike many guests, Africa had been nowhere on Susan's radar; in fact, she cancelled going to the same retreat the year before, as Africa seemed too unknown and intimidating. Yet she deeply wanted to spend time with Dr. Beck in the small group setting, and like it or not, the retreat was in South Africa. So, against her family and friends' advice, she stepped off the plane at

Londolozi and was warmly welcomed by Boyd Varty. As Susan describes, "little did I know the life-changing impact that welcome would have on me."

The Self Transformation Adventure Retreat (STAR) at Londolozi lived up to its name. Susan expected "adventure"; seeing lions, leopards, elephants and the rest of the wilderness. However the real adventure came from nature catalysing a self-transformation and restoration in her own heart and mind. For example, to survive in the wild every animal, tree, bird and flower lives in the present and follows their innate instincts. This gave Susan an insight into her own life and discovered the areas of her life that were not working stemmed from living in the past and future, often following other people's expectations. She adopted the example of the lioness who runs the pride with a no non-sense, no wasted energy approach. This experience began a major shift to better understanding her life's purpose.

Upon returning to life in America, the shift continued in profound ways. Over several years, Susan addressed both personal and professional relationships one by one with greater clarity. This resulted in various changes, such as deepened bonds with many people, some relationships falling away, and making decisions based on her instincts. Following the example of the bush, this applied to all life decisions – from running routes to purchases to jobs. Over time, life began to fall into place.

In her work with a global health services company, Susan brought the bush principles to the corporate world, that of cooperation, adaptability and present moment awareness. What ensued was finding like-minded people to challenge the status quo and innovate. She led a team that created and developed an online tool that became the gold standard in her industry for taking 'complex scenarios' and making it simple...all inspired by that 2013 Londolozi visit. More recently, those same bush principles helped another team successfully accomplish in six months what normally would have taken over a year – high stakes and high stress – yet with everyone coming out the other side more closely bonded and achieving great success for the company.

Londolozi also introduced Susan to the Good Work Foundation (GWF) where a love match was made. GWF provides education and opportunity for young people living in under-served communities around the Sabi Sands. Over 4,000 children visit GWF weekly to learn English and digital skills, while young adults can earn various certifications and job placements in industries such as hospitality, conservation and technology. Susan began her career as a teacher and always wanted to be a mother, and now has 27,000 children she helps nurture via GWF's mission in the Sabi Sands.

Since 2013, Susan has visited Londolozi 15 times; sometimes with a retreat, sometimes as a guest. Time at Londolozi has become part of her spiritual practice where the harmony amongst the land, the people, and the animals bring her home, both inside and out. Susan describes how "I feel like I didn't choose Londolozi, rather Londolozi chose me. Every visit changes me for the better, returning me to my heart. It is my home."

OUR IMPACT JOURNEY CONTINUES

In the words of Boyd Varty, “We don’t know where we are going but we know exactly how to get there.”

This means that sometimes along the journey we lose the track and make mistakes, but always know that we need to return to source so that we can reimagine towards new horizons and untouched potential. We transitioned from a family business into a large corporate operation and then returned to a family-run enterprise which relies on trust, love and the essence of kinship to keep us connected and aligned toward a common purpose - now encapsulated in a desire to accelerate the awakening of humanity in partnership with nature.

We continue to pioneer new systems of living, that generates energy from the sun, eliminates excessive waste, reduces carbon emissions, promotes closed-circuit technology and honours the human spirit in recognition of our common humanity.

Our conservation development model continues to evolve, creating an economy of wildlife in service of people, wildlife and the maintenance of biodiversity that extends beyond our borders.

We stand in support of local conservation practices which include absolute protection of life-giving river systems and reverence for land and wild places.

This is a journey without end and cannot be undertaken alone. It is the people of Londolozi and the guests who visit that makes it all possible. Our investments in education, at the Good Work Foundation and Tracker Academy, build the social and intellectual capital needed to improve the model, whilst uplifting the economy and the people of the region. Through all of this, we hope to raise the consciousness of those we are fortunate enough to welcome to Londolozi as a guest or staff. As alumni they leave their mark with us and we take great pride in witnessing the positive impacts they give to the world.

We trust you have gained some insight into Londolozi and the impact we have made. We do not always get it right, but we will continue to push ahead and learn from our mistakes and take pride in our successes. And so, our Journey continues towards a new chapter of a rising consciousness and wise global stewardship.

We take a moment to reflect on our humble beginnings, from four mud huts and a bankrupt cattle farm to the birth of Londolozi - The Protector of All Living Things, and now to the creation of a Futuristic African Village based on New systems for Living. We cordially invite you to join us as we look forward to sharing more with you as our centenary year in 2026 approaches.

TO BE CONTINUED...



The Londolozi Impact Journey: 1926 towards 2026

was compiled by Brett Wallington of Impact Capital Africa (Pty) Ltd and included the independent review and verification of the data and content contained in this document.

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