



Wind of Mongolia

Opening new ways in Mongolia

ACTION PLAN from 2009 to 2025
Update May 2025

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Sustainability development actions since 2009.

Sustainability Policy Objectives	Target	Important crirerias	Actions to implement	Impacts & benefits	Begining of actions
Implementation of clean-up actions	Site where we operate	Clean up	Fuel costs	Visual and intrinsic Relationship with the national park	Since 2009
Create network with nomadic families	Site where we operate	Find dynamic families with good motivation	To be include in our circuits	Creation of new circuits Income from families	Since 2004
Support & development ONG	Erdenesiin Khuree	Global development Involve local population	Funding & consulting	global Impact & reinforc ^{ment} cultural contents	Since 2019
Develop alternativ carbone foot-print	All our circuits	Limit carbone emissions	Reduce use benzine cars	Reinforc ^{ement} local drivers involment–creation of new circuits	Since 2018
Renforcer le contenu culturel	All our circuits	heritage Preservation	To be include in our itineraries	Sites Valorisation	Since 2019
Renforcer la fabrication de matériel	All our circuits	Identify what can be manufactured in local	Replace made in China by made in Mongolia	Local craftsmen Valorisation – income to nomadic families	Since 2009
Limiter plastique	All our circuits	Limit wastes	Find ways to replace plastic	Reduce waste Nomadic families Sensibilisation	Since 2018
Renforcer ou stimuler artisanat	All our circuits		Visit local little shops encontres with local craftsmen	Handcraft Valorisation – Add incomes	Since 2010
Actions anti « déchets »	All our circuits	possible actions to be Identified	Portable ashtray WoM garbage-bags	Less pollution. Clients & drivers Sensibilisation	Since 2011

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Actions Plan – Sustainability development - 2024

Sustainability policy Objectives	Targets	Important criterias	Actions to implement	Person in charge	Delay	Impacts & benefits
Systematize training for guides, drivers and cooks	Optimizing services - Ensure sustainability	Target the right people to create a real team	Training Identifying current guides to leadership	Oyuna	Immediat and over 3 years	Optimizer services Insure sustainability. Impact on feed-backs
Organize 1meeting each 2 weeks - Team meeting – discussions & exchange about sustainability	All office team	Target priorities	Insert on calendar Reinforce agenda with sustainability	Joel	Immediat and over 3 years	Strengthen overall team involvement in the sustainability approach
Include the notion of sustainability in all sale managers/guide briefings	Sale-managers & guides	Raising awareness throughout the chain.	Include this parameter in the meeting to ensure that it is in place.	Bagii	Immediat and over 3 years	Better knowledge of the entire supplier chain
Insert notion of sustainability in feedback sheets for Customers, guides, drivers.	Internal	Strengthen feedback to identify the right partners	Check & renew tours presentations	Oyuna	Immediat and over 3 years	Better knowledge of the entire supplier chain
Identifying sustainability actions in the office	Internal	Reinforce sustainability	Analyse energy consumption–wastes, etc.	Misheel	Immediat and over 3 years	Reinforce sustainability
Continue «cleaning» actions	Actual areas & extend to new	Depolution	Prise en charge frais carburant	Oyuna	Each spring	Visual and intrinsic Relational national parks
Extend nomadic families network	Open new sites	Find dynamic families with strong motivation	Include in actual circuits + New circuits	Bagii	Sur 3 ans	Creation of new circuits Income from families
Continue supporting NGOs	Erdenesiin Khuree	develop ^{nt} target & local population involment	Rienforce support &t consulting	Joel	immediat	global Impact & renforc ^{nt} cultural content
	AVSF	Support herders community	Create official partnership	Onon	Immediat and over 3 years	Dynamise coopératives Valorisa ^{tion} local fabrics
continuer alternatives empreintes CO ₂	All our circuits	Limit CO ₂ foot-print	Strengthen local bus routes	Bagii	Immediat and over 3 years	Local drivers –new routes
Reinforce cultural contents in our tours	All our circuits	Cultural heritage preservation Environment preserv ^{ation}	Identify new contents - festivals	Bujin	Immediat & over 3 years	enhance value-added of culture

Reinforce manufacturing equipments	Jackets, gloves, tents, sleeping bags	Identify what can be manufacture in local	Replace made in China by made in Mongolia	Oyuna	Immediat & over 3 years	enhance value-added local craftsmen - nomadic families income
Continue to reduce plastic consumption & extend	All our circuits	Limit wastes	How remplace plastic	Nandin	Immediat& over 3 years	Less wastes - Nomadic Families Sensibilisation
Reinforce action to stimulate Craftsmen work	All our circuits	Identify and boost local craftsmen	Visit local shops and craftsmen	Bagii & Onon	Immediat & over 3 years	enhance value-added local craftsmen - nomadic families income
Continue reduice of wastes in int. & ext.	All our circuits	Identify other possible actions	Limit use of paper, water, elect, packaging in office	Badarma & Oyuna	Immediat & over 3 years	Reinforce sustainability of our agency.
Reinforce our implication on sustainability promotion	agencies Group or discussion	Identifier interlocuteurs en Mongolie, s'il y en a.	Identifier interlocuteurs en Mongolie, s'il y en a.	Joel & Oyuna	Immediat & over 3 years	Com' sur concept de durabilité en Mongolie. Revaloriser le tourisme.

Classification of accommodations in terms of sustainability. Strengthen our monitoring and awareness-raising measures of the various accommodations - Selection, but also classification of accommodations that have taken sustainability measures.	Oyuntulkhu Joel Rauzy Battsetseg	1-05-2025	30-09-2025	
Reinforcing environmental protection and biodiversity criteria in our code of conduct and contracts	Oyuntulkhuur Dorj Joel Rauzy	01.05.25	30-06-2025	
reinforce the code of conduct for guides and local representatives with regard to inter-actions with animals, such as horseback riding or packhorses, etc.... in order to raise awareness among guides as early as this summer	Joel Rauzy;	01-05-2025	30-06-2025	
Continue guide training organized by the professional guides association	Joel Rauzy	15-02-2025	30-06-2025	
Knowledge of sustainable development Strengthen online training for guides - sign up several guides for a training of trainers course.	Oyuntulkhuur Dorj Joel Rauzy	15-09-2024	31.06.25	
Carbon / GHG offsetting during the booking process Finalize the grid for calculating the carbon emissions of holidays so as to integrate this data into customer quotations and offer carbon offsetting integrated into the quotation or to be carried out directly.	Battsetseg Oyunchimeg Joel	01-05-2025	30-06-2025	
Check specific codes of conduct, translator guides and local representatives	Joel Rauzy Battsetseg Oyunchimeg	01-05-2025	30-06-2025	
Try to finalize discussions on the "Guarantee Fund" with the insurance firm	Joel Rauzy Oyuntulkhuur Dorj	30.03.25	30.06.25	

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Action plan

Actions realized in 2024/25

Actions completed this year 2024/2025	Person (s) in charge	Starting date	Date to be finish	Remarks
Sustainable Development Coordinator * Finalization of internal sustainability charter * Creation of sustainability team and assistant coordinator position to ensure continuity and strengthen internal sustainability.	Joel Rauzy & Oyuntulkhuur D.	01-09-2024 01-10-2024	30-09-2024 31-08-2026	
Sustainability coordination * Setting up the sustainability team with a total of 6 people. Creating a positive dynamic around sustainability. * Coordination of sustainable development - implementation of specific sustainable development training for guides in the off-season.	Joel Rauzy	19-08-2024	22-09-2024	
Collaboration - Cooperation NGO - AVSF Closer ties with AVSF and concrete cooperation to extend the network of nomadic families and optimize the promotion and sale of cashmere items produced by herders' cooperatives.	Battsetseg Oyunchimeg & Joel Rauzy	23-06-2024	15-09-2024	
Strengthening exchanges of experience and communication around sustainable development. Identify means of communication and share our experience in sustainable development through the Face Book page and other discussion groups.	Battsetseg Oyunchimeg & Joel Rauzy	15-07-2024	15-09-2024	
Basic assessment and strengthening of the sustainability policy Improvement of guide and driver contracts - strengthening of sustainability clauses - finalization of various codes of conduct	Joel Rauzy & Oyuntulkhuur D.	01-09-2024	31-10-2024	
Use of the online tool for the implementation of the sustainable development policy	Joel Rauzy	20-09-2024	20-10-2024	
Communication - Establishment of a dynamic to reinforce communication relating to sustainable development	Battsetseg & Joel Rauzy	01-09-2024	30-06-2024	
Action plan - creation, control and follow-up of planned actions	Battsetseg O. & Onon B.		15-11-2025	
Involvement of the whole team in the sustainable commitment Highlighting and distribution within the team of specific tasks relating to sustainability. training, communication, internal actions	Battsetseg O & Joel Rauzy	30-06-2024	30-09-2024	

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Actions realized in 2024/25

Strengthening sustainability monitoring through guide and driver questionnaires	Onon B. & Joel Rauzy	15-11-2024	30-05-2025	
Strengthening internal communication on sustainable development - regular organization of specific sustainability meetings	Joel Rauzy	13-08-2024	31-08-2026	
Set up a public reporting system on sustainability actions and update sustainability reports	Joel Rauzy	15-10-2024	31-10-2024	
Improving employment contracts with regard to forced labour, maternity leave and sick leave	Joel Rauzy & Oyuntulkhuur D.	15-03-2025	30-04-2025	
Health and safety" concepts taken into account with the introduction of internal and external safety training courses	Oyuntulkhuur D.	01-02-2025	31-05-2025	
Improved Wind of Mongolia team member satisfaction measurement form	Joel Rauzy	01-10-2024	01-12-2024	
Consideration of the concept of carbon offsetting, calculation of emissions, and communication to the public	Oyuntulkhuur D.	15-11-2024	31-05-2025	
Organization of meetings on the theme of sustainable development at least once a month. Participation in online training courses by several members. In-house sustainability training & information	Joel Rauzy	15-09-2024	31-01-2025	
Finalization of the drivers' code of conduct, which has been included in contracts since winter 2025.	Joel Rauzy	15-09-2024	15-11-2024	
Finalize specific codes of conduct for each position, agency, guides, drivers, accommodation, nomadic families, etc...	Oyuntulkhuur D.	31-10-2024		
Setting up an evaluation system for the various field staff. Reinforcement of feedback forms for guides and drivers to receive more information on the sustainability of accommodation, guides, etc...	Onon Baasanjav & Joel Rauzy	12-11-2024	30-11-2024	
Finalization of the sustainable development policy Provision of each person and integration into the various guide and driver contracts	Oyuntulkhuur D. Joel Rauzy	01-09-2024	01-11-2024	
Online training for the first guides to reinforce knowledge of sustainable development Travelife "Leading the way" and "Guides and sustainability" training courses	Oyuntulkhuur D. Joel Rauzy	15-09-2024	14-10-2024	

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Highlighting the importance of guide/traveller communication on sustainability - strengthening communication with the guide team on the theme of sustainability.	Battsetseg Oyunchimeg Oyuntulkhuur D.	15-09-2024	31-10-2024	
Consideration of the problem of sexual exploitation of children and provision of information to members on the subject. Register for specific online training	Joel Rauzy	28-12-2024	31-01-2025	
Setting up an evaluation and monitoring system for responsible accommodation and excursions. Reinforced communication around existing "responsible travel" programs, through holiday fact sheets and website.	Joel Rauzy	25-08-2024	31-08-2026	
Creation of an "Emergency situations" management procedure Improvement of the travel logbook, more information and more themes	Joel Rauzy	10-07-2024	15-08-2024	
Reinforcement of the customer feedback form with regard to sustainable development and customer satisfaction	Joel Rauzy & Oyuntulkhuur D.	14-09-2024	31-10-2024	

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Action Plan

Actions to implement in 2025

Action to be implemented in spring/summer 2025	responsible	Dates of issue	Dates to be finish	remarks
Additional management training to be considered in the short term - Enrol certain managers in specific additional courses	Oyuntulkhuur D. Joel Rauzy	11-11-2024	20-12-2025	
Strengthen the presentation of partners/suppliers Strengthen the monitoring of accommodation in terms of sustainability and, depending on the contracts signed or to be signed, strengthen the information relating to the various accommodations - sustainability, specific actions, standing, etc.	Oyuntulkhuur D. Joel Rauzy Battsetseg O.	01-05-2025	30-09-2025	
Make progress in implementing actions and identifying ways of strengthening sustainability during stays.	Dorj; Battsetseg Oyunchimeg; Joel Rauzy;		15/11/25	
Continuing communication - identifying ways to strengthen communication	Joel R. Battsetseg O. Oyuntulkhuur D. Onon B.	15-11-2024	15-11-2025	
Strengthen the sustainability team - Add more team members to the online training - managers and guides				
Carbon offsetting -Continue work on carbon calculation and offsetting - Division of relative tasks Extend carbon emissions calculation to stays offered to customers -Integrate carbon emissions calculation into the price calculation grid for each stay	Oyuntulkhuur Dorj Joel Rauzy Battsetseg Oyunchimeg	15-11-2024	15-07-2025	
Calculating and offsetting emissions related to business travel. Calculate emissions from future reconnaissance trips, meetings and training for nomadic families - trips planned for June 2025.	Joel Rauzy	01-05-2025	31-06-2025	
Raise awareness among accommodations by distributing the agency's codes of conduct and policies. Gradually reinforce sustainability criteria in the choice of accommodation and also in the contracts and codes of conduct of accommodation providers	Oyuntulkhuur Dorj; Joel Rauzy;	01-05-2025	31-06-2025	

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