For people, communities, and the planet
Our business exists to help people understand one another across languages, borders, and cultures.
When classroom teaching meets real-world experience, learning changes in remarkable ways. Our father had this realization over 55 years ago, and with that vision in mind, he founded EF Education First.

EF started humbly by taking Swedish high school students to England to learn English. By living in an English-speaking culture, not only were EF students able to learn more quickly — but they also experienced moments that changed their lives. These moments helped them understand the world around them a little bit better and understand themselves better, too. Beyond learning a language, the result was tremendous personal growth, increased empathy, and a ripple effect that even impacted their friends, families, and communities back home.

EF has grown into a world leader in international education since those days, but we are still the same at heart — an organization dedicated to the power of education. Education is any experience that changes the way someone thinks, feels, or acts. With that perspective in mind, we build education programs to broaden how we perceive each other, the world around us, and the information we encounter.

Guided by our mission of opening the world through education, we hope to help create a more understanding world where we can see, respect, and try to understand one another’s differences. Of course, people don’t always have to agree, but we should all strive to appreciate different thoughts, beliefs, and opinions. The connections that result have the power to challenge our personal beliefs and can ignite a lifelong journey of curiosity and learning. We believe this is the key to building a better and more peaceful future for all.

We are also deeply committed to running our programs in responsible and sustainable ways for the benefit of all of us. Therefore, we have made an ambitious commitment at EF, Hello Zero, to be carbon negative every year until we remove all the carbon associated with our programs since our founding in 1965. We’ve also launched an innovative Responsible Travel program focused on exploring the world responsibly and sustainably. We hope others will join us in these efforts.

The EF Impact Report you find here is our first effort to share how the EF community is making an impact around the world. Please consider ef.com/impact a hub of information about what we do and why it matters. We will continually update, expand, and add new content here so that you can learn about what’s new at EF and the progress we are making for the future.

It is our sincere hope that, together, all of us in the EF community will help create the world that we all want to learn in and live in — for today, for tomorrow, and for generations to come.

Edward and Philip
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About EF
At EF, we believe the world is better when people try to understand one another.
Opening the world through education

Every EF program combines at least two of our four areas of specialization to offer life-changing learning experiences for our students and customers.

We create platforms to foster culturally immersive education

Over the past half century, EF has helped millions of people see the world through someone else’s eyes — one person, one community, and one moment of understanding at a time. Our culturally immersive language, travel, exchange, and academic programs help bring people together to provide better opportunity for all.
Our organization

EF is a family of companies that creates education platforms and experiences designed to bring people together—to help people communicate, experience other cultures, and expand their understanding of themselves and the world around them.

Language & Schools

Our language programs help people talk to the world, delivered in one of our hundreds of schools worldwide or through one of the world’s largest online English schools—EF English Live. We also operate international boarding schools and offer training for organizations.

- EF Academy
- EF English Live
- EF International Language Campuses
- EF Local English Centers
- Hult EF Corporate Education

Educational Travel

Our professionally guided tours help educators and their students turn the world into their classroom, and our study abroad experiences help students gain a global perspective. We also create culturally immersive group travel experiences for adults of all ages and interests.

- EF College Study
- EF Educational Tours
- EF Explore America
- EF Gap Year
- EF Go Ahead Tours
- EF Ultimate Break

Cultural Exchange

Our exchange programs give young adults the chance to experience life as a local in a new country. Host families open their homes and welcome students who want to expand their understanding of the world by studying abroad for a year.

- EF High School Exchange Year

Associated organizations

EF is also associated with an independent, not-for-profit business school, Hult International Business School, an independent, not-for-profit exchange program, EF Foundation, and two au pair programs, International Care as well as Cultural Care USA, designated by the U.S. State Department to be a sponsor.
Key facts

- **51,500**: Team members around the world
- **600**: Schools and offices in 50 countries
- **120**: Countries with an EF presence

EF never sleeps

In almost any time zone, in almost any country or region, EF is there. We have dedicated EF team members located around the world, ready to help our students and customers in any situation, on any day. Our global presence prioritizes safety and our global negotiating power delivers affordability.

Learn more about EF’s locations
Since our founding in 1965, EF has opened operations in 55 countries. In addition to the countries where we have our own operations, we have an on-the-ground presence in more than 120 countries around the world.
NEPAL

After a devastating earthquake in 2015, EF rebuilt an elementary school in one of the hardest-hit and most remote regions of Nepal.
“The role of business is not just to make money, but to make our world a better place.”

Bertil Hult
Founder of EF Education First
Making a positive impact through business

When EF started in 1965, the idea was simple — to help students learn English while experiencing an English-speaking culture. More than 50 years later, EF has grown into the world’s leading private international education organization. The impact we’ve had over the past half century is defined by the millions of people who have learned a new language or explored another culture with us.

For profit and for good
Profit with a purpose is more than a vision at EF, it’s a necessity. Because our business is about breaking down the barriers of language, culture, and geography that divide us. The people who buy an experience from EF want to learn something new to improve their life and their future. Ultimately, we like to think that by helping people change themselves, in a small way we help people change the world.

EF has always been, and remains today, a privately held, family-owned organization. Our independence means we can make decisions that we believe are right for both now and the long term. We want EF to be a force for good, whether that’s in people’s lives, in the communities we work in and travel to, or on the planet at large.

Philanthropy
Throughout EF’s history, we have sought ways to use our knowledge and resources to empower learners and support communities. EF and the Hult family have a legacy of philanthropy that spans disaster relief through the rebuilding of schools in hard-hit places like Nepal, helping students learn to read through programs like LegiLexi, and funding the Hult Prize to help students activate ideas to change the world.

“Impact is about more than what we do at EF. It’s who we are as an organization and the decisions each of us make every day.”

Edward Hult
Our approach to impact

When we think about the impact we make at EF, we focus on how our business can best benefit people, communities, and the planet. That thinking is visible at all levels of our organization and in every role. Everyone in the EF community has a strong sense of purpose and commitment to our mission of opening the world through education.

People

People are at the heart of everything we do. Indeed, we are an organization of 51,500 team members working with people around the world to help them transform their lives through culturally immersive education. During their EF experience, they meet other people with the same goal, often resulting in life-long friendships. Human connection and the power it holds to change lives is core to every program we offer.

Communities

The places where we live, work, and travel are part of the soul of EF. With hundreds of EF offices and schools around the world, respecting and benefiting local communities is critical. We are committed to providing economic, social, and environmental benefits to all of the communities we interact with, and seek to collaborate with them to support local economies and preserve local cultures.

Planet

EF has made significant progress in the sustainability of our programs by embracing eco-friendly practices, supporting local conservation efforts, reducing and recycling waste, minimizing our carbon footprint, and voluntarily offsetting all of our carbon emissions. We are committed to continuing on this path by continually improving our operations, working with our vendors and suppliers, and leveraging our expertise in experiential education to help ensure a more sustainable and peaceful future for all.

Desired outcomes

<table>
<thead>
<tr>
<th>People</th>
<th>Communities</th>
<th>Planet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity</td>
<td>Cultural appreciation</td>
<td>Reduced carbon footprint</td>
</tr>
<tr>
<td>Empathy &amp; tolerance</td>
<td>Local empowerment</td>
<td>Vibrant habitats</td>
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<tr>
<td>Cross-cultural skills</td>
<td>Sustainable tourism</td>
<td>Long-term viability</td>
</tr>
<tr>
<td>Language proficiency</td>
<td>Strong local economies</td>
<td>Peace &amp; prosperity</td>
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The EF ripple effect

The impact of an EF experience cannot be measured in the moment. Like a stone hitting the water, there is a ripple effect that extends far beyond the initial point of contact.

At the center of every EF experience is a person whose view of the world, and of themselves, is changed forever. Teachers and Tour Directors act as catalysts for discovery and they guide others to new insights and understandings. The transformation one undergoes is shared with family, friends, classmates, colleagues, communities, and the world. As a result, one person’s change in perspective often leads to enhanced understanding for many others in their circle.
“When EF started, we humbly sold language courses. But as we grew, we realized that in most cases the value we provided wasn’t just helping someone learn English. The greater value was that we helped people connect with others. Swedes met Spaniards. And Germans met Japanese. And when people meet, they learn to empathize with each other. They don’t always agree. And they don’t have to. But hopefully they become a bit better at seeing the world through someone else’s eyes.”

Philip Hult
EF World Quotient Summit speech in Stockholm, Sweden

Lucas
EF English Live student

“Studying with EF English Live, I grew professionally, and today I talk to clients from various places in the world and work in a U.S. multinational. When I started, my goal was to learn a new language. But English goes far beyond just learning one language. It gives me the security to live, work, and study outside the country.”

Fiona
EF Educational Tours student at the EF Global Leadership Summit

“The Shanghai summit was the reason I applied to NYU Shanghai and what I wrote about in my college application. I started school for business and changed to study Chinese culture because, after the Summit, I believed that sharing and understanding other cultures was important and that I could make an impact by eventually helping others understand that as well.”

Alessandro
EF High School Exchange Year student

“I’ve loved my exchange experience. The more things I try, the better it gets. I have a wonderful group of friends, the most amazing host family, and I live in such a great community. Because exchange is all about receiving and giving, I want to give students at my high school the opportunity to know all about Italy, besides pasta and pizza!”

91% Of learners from EF College Study said they possess more leadership skills after studying abroad.*

93% Of EF International Language Campuses students increased their cultural competence†

93% Of EF Educational Tours students said their tour expanded their knowledge of the world††
“Education is, quite simply, peace-building by another name.”

Kofi Annan
EF proudly supports the UN Sustainable Development Goals (SDGs) to further our mission of opening the world through education. Used as a framework for experiential learning across EF, the goals provide a shared framework for peace and prosperity, now and into the future.

The EF organization touches upon all 17 of the SDGs in one way or another. There is one goal, however, that is at the heart of everything we do. Goal Four — Quality Education — is the very reason we exist. It states that countries and organizations should “ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.” One of the goal’s specific targets, education for global citizenship, is fundamental to EF’s business and purpose.

The UN SDGs were adopted by all United Nations Member States in 2015, as part of the 2030 Agenda for Sustainable Development.
Priority issues

We’ve identified a set of key issues that are most relevant to our family of businesses, associated organizations, students, and customers. On an ongoing basis, we will review and evaluate the issues we prioritize to ensure that we are continually making progress towards a more peaceful and prosperous future.

Challenges in 2021

COVID-19

The travel and education industries have been amongst the most impacted industries by the COVID-19 crisis. EF had to pivot quickly to not only bring students and customers home, but to bring learning online for learners around the world.

Climate

Climate change is one of the greatest crises of our world and is increasingly impacting all of us.
Priority issues

Global citizenship
A more peaceful world results from open hearts and open minds. We shape global citizens by creating culturally immersive education programs that prepare our learners for a bright future in an ever-changing world. This is core to every experience that EF offers.

Opportunity
Opportunity is key to advancement for all people. We help our students and customers unlock new opportunities for themselves, their families, and their future by helping them learn a new language, explore the world, and communicate across cultures.

Diversity, equity, inclusion, and belonging
Diversity, equity, inclusion, and belonging (DEIB) are critical for a sustainable future. We commit to continually improve DEIB at EF across all fronts: race, gender identity, socioeconomic status, age, ability, language, sexual orientation, ethnicity, caste, education, and beyond.

Community engagement
Communities are at the heart of people’s daily lives. We seek to have ongoing positive economic, social, and environmental impacts on the places we live in, work in, and travel to.

Climate and carbon footprint
The future of the world is in peril due to climate change. We seek to do our part to protect the planet by voluntarily offsetting all of our global carbon emissions and continually seeking ways to reduce our carbon footprint to ensure a more sustainable future for generations to come.

Responsible sourcing
Supply chains are critical to equity, safety, and sustainability. We continually work with our suppliers to advance our impact issues and improve our sourcing methods.

Responsible travel
Travel is the best way to truly understand the world around us. We commit to travel responsibly and sustainably by supporting local communities, promoting animal welfare, and protecting the environment.
EF’s impact on people

Our Goal
Continually expand people’s understanding of the world and each other through education.
We put people at the heart of everything we do.
EF’s impact on people by the numbers

75+
Student countries of origin at EF Academy

100+
Student countries of origins at EF International Language Campuses

5,000+
Hours of live online English classes taught daily with EF English Live

7,000
Daily test takers of the EF SET

27,000+
Hult International Business School alumni

500,000+
Program alumni of EF High School Exchange Year: exchange students, parents, host families, and schools

1,000,000+
Hult Prize alumni
“Finding better and more individualized ways to learn helps create new opportunities for people around the world.”

Bertil Hult
Transforming lives through experiences

From the basement of his university dormitory in 1965, Bertil Hult started to work on an idea that would grow to become the world’s largest private education organization.

Europeiska Ferieskolan — soon shortened to EF — was born as one of the world’s first experiential learning programs. Inspired by his own experience of learning English while abroad, Bertil recognized the transformative power of cultural and language immersion. EF took their first group, 406 Swedish students, to the U.K. to learn English during their summer break.

That was only the beginning. Bertil created the market for language-based travel and expanded EF’s offerings to teach much more than English. He applied what he learned from language travel and launched EF’s educational travel and cultural exchange programs. The cycle of growth continued with EF’s expansion into private secondary schools, higher education, digital and remote learning, professional development, and philanthropy.

Education by the numbers

<table>
<thead>
<tr>
<th>100+</th>
<th>2,500+</th>
<th>5,000+</th>
<th>7,000+</th>
<th>24,000+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Different class offerings at EF International Language Campuses</td>
<td>Company and government clients served by Hult EF Corporate Education</td>
<td>Hours of live online English classes taught daily with EF English Live</td>
<td>Test takers a day of the EF SET</td>
<td>Teachers EF-wide</td>
</tr>
</tbody>
</table>
A global perspective on education

Today, EF is a global leader in international education with programs available around the world, both in person and online. They will gain a newfound perspective and understanding of the world around them. Our millions of students and customers are a testament to EF’s approach to education.

Through decades of operations and experience partnering with educators, we have discovered a lot about how people learn and the best ways to teach. While every EF business is unique, we are constantly adapting to new opportunities and evolving our educational vision as an organization. Still, certain guiding principles inform and inspire everything we do.

Our culturally immersive learning programs — focused on language, travel, cultural exchange, and academics — help turn dreams into opportunities for people of all ages and nationalities. Whether one joins us on a one-week tour or year-long academic program, they will gain a newfound perspective and understanding of the world around them. Our millions of students and customers are a testament to EF’s approach to education.

Guiding educational principles

- The world is a classroom
  New experiences, cultures, and people are great teachers, and a global perspective is essential for modern life and careers.

- Embrace the unfamiliar
  Challenging yourself accelerates learning, expands curiosity, and propels you to discover new opportunities.

- Hard and soft skills are equally important
  Students and professionals need both to be future-ready in a changing world.

- Technology is a tool for human connection
  Its core purpose at EF is to facilitate learning, expand knowledge, and promote understanding.

- Tangible outcomes matter
  Every EF learning journey enables tangible, evidenced-based learning outcomes, credit, skills certification, or degrees.

Global citizenship

A more peaceful world results from open hearts and open minds. We shape global citizens by creating culturally immersive education programs that prepare our learners for a bright future in an ever-changing world. This is core to every experience that EF offers.

2020-2021 actions

- EF International Language Campuses, spearheaded by EF New York, designed academic research and video projects for students to learn about and discuss the UN SDGs
- EF Explore America launched a partnership with the United Nations Association of the United States of America to give students and teachers the opportunity to support the UN SDGs
- EF College Study implemented the Cultural Assessment to measure students’ development of intercultural competencies while abroad

To do’s

- Continuously improve on how we integrate appreciation of cultural diversity, sustainable development, and community engagement into our curricula and educational experiences
Learning through travel

The community of people who have had an EF experience are catalysts of change around the world. Read on to learn about just a few examples of people who have experienced being at the center of their own EF ripple effect.

MALDIVES

Fathimath
EF Language student

As a teacher, Fathimath is passionate about finding new ways to help her students learn. Enrolling in EF’s English language learning program, run in collaboration with the Maldives Ministry of Education and Hult EF Corporate Education, Fathimath’s English language skills have been on a fast track toward improved fluency. In just six months, she progressed from Level 8 to Level 16, the highest possible level in EF English Live — improvements that will help her bring better English instruction to her 10- and 11-year-old students on the island of Lhohi. “I can’t wait to share my experiences with students and fellow teachers at my school,” Fathimath says. She credits her success to the personalized feedback from her instructors, as well as the freedom to study on her own schedule. Fathimath’s studies with EF have connected her to a cohort of international classmates and opened the door to her first trip abroad: a language intensive in Cambridge, England that she describes as a dream trip and a valuable step toward her goal of being the best teacher she can be.

SWITZERLAND

“I know cultural exchange and travel is good for you; it changed everything for me. Now, I can give something back.”

Niklas Kukat
Executive Vice President, EF High School Exchange Year, Niklas took an EF Summer Language Course at age 14
Annabel was set on studying art, but after deciding to take some time off before attending university, she quickly learned what path she wanted to take. Annabel decided to take an EF Gap Year to expand her understanding, travel, and have new, enriching experiences. A portion of her gap year experience was spent in the Dominican Republic on a service-learning project. The team worked with a group called FUNDEMAR, a non-profit aiming to combat the effects of climate change on coral reefs by planting coral nurseries. She then fell in love with the ocean and learned more about the impacts of climate change. A gap year can be pivotal in helping young adults grow their understanding of the world, learn by hands-on experiences, and even form their passions. In Annabel’s case, she quickly realized her passion for the impacts of climate change on our oceans. She is now studying marine sciences at Boston University and assists local labs with coral research.

Annabel says, “Although I attended college in the fall as planned, I knew that my EF Gap Year experiences doing service learning had changed me. I have never felt more passionate about a subject in my life before this: not art, not design — corals!”

“It’s so important to change the mindset of students by having them experience other cultures and understand that we are all the same with different experiences”

Mitch
EF Educational Tours Group Leader
Creating opportunity through language proficiency

There are approximately 2.5 billion English speakers in the world, of which only about 400 million are native speakers. People seek to learn English because it opens up a vast world of new opportunities. Speaking English gives people access to new job opportunities and a wide range of information. English language skills can also be a driver for inclusion, enabling increased participation in professional development for people who come from historically excluded circumstances and backgrounds.

The four elements required to learn a language are motivation, instruction, exposure, and practice. Research into each of these areas is key for increasing understanding about how to best foster language acquisition.

The EF Research Network

EF collaborates with leading researchers from top universities to fundamentally improve the way people learn languages. The EF Research Network addresses a broad range of disciplines, including linguistics, pedagogy, educational technology, language assessment, and cultural immersion. Together, we invest in research to improve the future of language learning, teaching, and cross-cultural understanding.

For example, EF and the University of Cambridge’s Department of Theoretical and Applied Linguistics in England have established a joint research unit to investigate accelerated language learning. Researchers are currently developing the EF Cambridge Open Language Database and exploring first-language effects on second-language acquisition.

Technology changed EF’s perspective on education forever. Through our digital learning platforms, EF can offer more ways for people to learn to communicate and connect with others.

Language learning and technology

Technology changed EF’s perspective on education forever. Through our digital learning platforms, EF can offer more ways for people to learn to communicate and connect with others.

EF English Proficiency Index (EF EPI)
The world’s only big-data driven examination of English skills by country.

EF Standard Test of English (EF SET)
The world’s only free, high-quality standardized English test.

EF Hello
The world’s first AI and chatbot-driven casual English learning app.

To do’s

• Further focus on providing equitable opportunities for historically excluded groups in our scholarship programs, philanthropic initiatives, and sponsorships
• Improve opportunity for our team members through further professional development and improved well-being
Learning a new language is no easy task for visually impaired students. For 23-year-old Minhui, the EF Hello app was key. “I tried dozens of apps for learning English, but for people with visual impairment like me, they’re often inadequate. EF Hello is the best. It doesn’t have too many pictures so I can learn step-by-step through text audio. It’s comfortable and easy to learn every day without it being a chore.”

Minhui hasn’t been the only visually impaired student to learn with the EF Hello app. Beauty & Love, a Chinese charity that supports children with visual impairments, ran a one-month online English camp with lessons from the EF Hello app. The progress students made by the end of the month amazed their parents. But what was most impressive, parents noted, was the change in the children’s attitude and enthusiasm for practicing English. Just like for Minhui, what had once been a chore now became fun.

“Learning English goes further than my career. With it, I was able to participate in lectures, conferences, and events in the United States. I also met people and created circles of friendships that I carry with me to this day.”

Waldyr
EF English Live student
Jaques
EF International Language Campuses student

Seventeen-year-old Jacques wanted to improve his English skills in a setting where he’d be surrounded by native speakers. He set off for Florida, where he could practice English in everyday situations and experience a different culture. Staying with a host family gave him the chance to live like an American teenager, and his classes with EF helped him make friends from all over the world. “I’ll remember this summer for all my life. I improved my English, and I’m still in contact with all my friends and my host family. They were awesome. They were with me all the time, and I learned the true American way of life.”

“EF English Live is part of my daily life now. Thanks to EF, achieving this new ‘freedom of linguistic expression,’ gives me a true sense of freedom.”

Fabio
EF English Live student who earned his Advanced Masters in English

Sofia
EF Hello user

When Sofia immigrated from her home country of Mexico to the U.S., she left behind a successful 15-year career in the sustainable energy field. She loved her new life in the U.S., but one thing was still missing — the meaningful career she had worked so hard to build. Soon after seeking employment, she realized the greatest hurdle that stood in her way was her limited English-language skills. For Sofia, EF Hello has been the key to improved English proficiency and, in turn, readiness to re-enter the workforce in a position that aligns with her experience level. “They make it easy to learn English.” Sofia is excited for her future; she feels prepared to enter the U.S. workforce in her field of expertise.
Working at EF

EF is a multicultural, multilingual, and diverse community of team members working across hundreds of schools and offices around the world, all with one shared mission of opening the world through education.

If you ask any EF team member what they like most about working here, you will generally hear the same answer — the people. Visit any of our offices or schools and you’ll find the same welcoming, energizing, and fun atmosphere — because our people are the heart of our organization.

So what defines someone who works at EF? We’re ambitious optimists who believe that nothing is impossible, constantly pushing toward a better future for our students, our customers, our communities, and each other.

Whoever we are, whatever we are passionate about — as a community of coworkers, we support each other and challenge each other every day.

EF team members by the numbers

51,500
Team members worldwide

100+
Countries with an EF presence

3
Languages spoken on average by team members
EF Core Values

Entrepreneurial spirit
At EF, we take ownership of our ideas and run with them.

Quality
We must deliver a great product every time, every day. No excuses.

Passion
At work or at play, our passion brings out the best in us.

Nothing is impossible
We channel our superhero energy every day.

Attention to detail
Our business is built on details.

Innovation
To be the leader we need to dream big.

Cost-consciousness
Not the same as cutting costs. It’s about spending smart.

Welcoming our differences
As humans, we have an inherent desire to belong. At EF, we encourage team members to bring their full selves to work. There is no one quite like you, and at EF, that is celebrated.

Fostering a global community
We seek to do the same thing for our team members that we do for our students and customers — help them become global citizens. By working in an organization that encourages empathy and challenges bias, EF team members quickly learn how to thrive while collaborating across borders and cultures.

Equal opportunity employment
EF is an equal opportunity employer and we are proudly committed to inclusion and belonging across race, ethnicity, gender identity/expression, sexual orientation, age, religion, caste, ability, parental status, experience, and everything else that makes us unique.

Building each other up
EF team members support each other, cheering each other on when we win and learning together when we fail. Almost everything at EF happens together.

Team member stories

Heart is where the home is: Helen’s EF journey

From lifelong student to educator: Wil’s EF journey

Fostering community: Leslie’s EF journey
Diversity, equity, inclusion, and belonging at EF

The Diversity, Equity, Inclusion, and Belonging (DEIB) teams at EF were created in the summer of 2020 following the murder of George Floyd and an outpouring from team members requesting transparency and a focus on diversity at EF. Dedicated DEIB teams were established to focus on local needs and foster global collaboration in all of the major regions where we have a presence — Asia, Europe, Latin America, and North America.

Employee-led EFinity groups like Black @ EF hold conversations and workshops for EF team members to connect and learn from one another.
“We want to learn from each other, embrace our differences, and be better. And that happens through candid conversations.”

Nayeli Vivanco
Director of Diversity, Equity, Inclusion, and Belonging, EF North America
Our commitments to diversity, equity, inclusion, and belonging

In 2020, EF developed five commitments as we sought to improve our diversity, equity, inclusion, and belonging practices and initiatives. They served as the initial guiding steps on what will be a neverending journey to ensure that the EF community is always learning, growing, and striving for progress.

GROWTH AND EXPANSION

We commit to grow diversity within our teams, at all levels, through proactive recruitment and retention of talent.

We’ve expanded our recruitment network of colleges and universities through a variety of new platforms, and began highlighting ways that team members can bring their full selves to work.

TRAINING AND DEVELOPMENT

We commit to provide internal training and development opportunities on recognizing and preventing bias to fight systemic inequality in the workplace.

We put a spotlight on programming around topics impacting over 3,900 team members with 26 professional development sessions, as well as 1,300 managers with DEIB-centric trainings led by EF team members and external consultants.

EDUCATIONAL RESOURCES

We commit to create and share educational tools, resources, and platforms to combat systemic racism and discrimination within and outside EF.

Early on, we developed globally accessible resources to unite our various regions and their respective initiatives, resources, and concerns. In creating a workplace of vulnerability and support, we are encouraging a place where team members can now share their thoughts on all topics and provide feedback to leadership.

SAFETY AND SPACES

We commit to foster safe interactions, experiences, and spaces for our team members, students, and customers.

To counter negative events and interactions that have taken place within our communities, or even outside of our communities, we developed a variety of spaces for team members to have safe discussions about their experiences.

CONSTANT EVOLUTION

We commit to reimagine, actualize, and continually audit our programs, services, language, and marketing to strengthen inclusivity in everything we do.

From prioritizing accessibility to resources for team members, students, and customers, to expanding our recruitment efforts to enhancing our marketing guidelines, we have dedicated resources to evolving our organization.

EFinity groups and chapters

We have a range of affinity groups, each created and founded by team members to foster community and allyship throughout EF.

Accessibility @ EF
Asian & Pacific Islander (API) @ EF
Black @ EF
Faith @ EF
Indigenous @ EF
Jewish @ EF
Latinx+ @ EF
LGBTQ+ @ EF
Middle East & North Africa (MENA) @ EF
Parents @ EF

EF’s global DEIB teams

DEIB North America
DEIB Latin America
DEIB Europe
DEIB Asia
DEIB highlights

We wrote about understanding microaggressions in the workplace and suggested inclusive alternatives.

The captains of the EFinity group API @ EF were interviewed about their Asian heritage and experiences at EF and beyond.

We held a conversation about women empowering women at EF to celebrate International Women’s Day.

We wrote about how empathy is a muscle and offered five ways for you to develop yours.

DEIB programming

Book and media clubs for team members from various regions

Breaking Down Workplace Bias Workshop

Critical Conversation: Recognizing, Owning, and Leveraging Privilege

Critical Conversation: The Model Minority Myth

Documentary screening: Black & British: A Forgotten History

Indigenous Peoples’ History: A Lesson in Ethical Storytelling

Pride at Werk: A Panel of Peers and Queers

Raising the Next Generation of Allies

The Black Dollar: Black Buying Power in America

Virtu-Ally: Intersectionality Allyship Workshop

Team members reflected on pride and progress at EF and in the world.
Achieving pay equity for women in cycling

Moved by the powerful way cycling unites people of diverse backgrounds in a peaceful, fun, and friendly way to achieve extraordinary athletic feats, EF entered the world of professional cycling in 2018 to help spread our mission of opening the world through education.

Continuing our support of the sport in 2022, EF will now also be the proud sponsor of a top-level women’s cycling team: EF Education-TIBCO-SVB. The team will race all over the world, from the U.S. to the women’s Tour de France. More importantly, we’re helping set the standard for equal pay for women in sport because every one of our full-time riders will be paid at least the same minimum salary as men’s WorldTour riders.

The team has a proud history in the United States of supporting women from many different backgrounds to reach for their athletic dreams. The team’s founder, Linda Jackson was an investment banker before she became a professional cyclist. Emily Newsom, a rider with the team, is a classically trained pianist who still plays at a café from time to time. Lauren Stephens, the USA national champion, was a high school math teacher, and Omer Shapira is the current Israeli national champion.

While women have been racing bicycles since the 1800s, they always haven’t received the support of their male counterparts. But with improved pay, bigger races, and more coverage, we can, and we will, help change the sport for women.

“We’re past the point where we should be excited that we have the same opportunity as men, we should be expecting it.”

Linda Jackson
Team founder and manager, EF Education-TIBCO-SVB

*All riders for the team have been paid since the team’s founding.
Designing spaces for connection

When working on a project, EF’s in-house architecture and design team wants to unlock the potential of the space, the building, the organization, and the people. From day one, the entire EF Properties team wants people to walk through the door of any EF space and feel at home.

The team, whether working on their own or together with local architects, designs spaces that encourage interactions between people, which means flexibility. Whether that’s the physical space itself — with movable furniture and raised floors — or flexibility in how the space can be used. Areas are not just a “workspace” or a “breakout space”. Every space is relevant for a certain activity, person, or team. That sense of flexibility brings energy into every EF environment. At EF we work at our desks and in meeting rooms. We have calls outdoors. Our students learn in study spaces and dormrooms. They collaborate in open areas. Every space is a potential space for working or learning.

A good-looking building has no meaning if it can’t physically and emotionally support the people who inhabit it. Good interior design brings together different people and disciplines — architecture and psychology, stylists and clients. Having an in-house architecture and design team is unusual in a company that doesn’t have design as its core business. But it means that each member of the EF community is effectively a client in their own right.

Spaces by the numbers

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<td>EF Academy campuses</td>
<td>Language campuses around the world</td>
<td>The year EF Academy Pasadena opens</td>
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Clockwise from top: EF San Diego lobby, EF London yoga room, Hult House mural by Shantell Martin, EF Zurich office, EF Austin meeting swings
EF’s impact on communities

OUR GOAL

Have ongoing positive social, economic, and environmental impacts on communities around the world.
The places where we live, work, and travel are part of the soul of EF.
400+
community partners
and collaborators
Partnerships for global understanding

We collaborate with some of the world’s leading organizations that share our commitment to further understanding around the globe. With our combined global reach and complementary missions, by joining together, we’re able to help more people around the world connect and communicate across languages, borders, and cultures.

Olympic Games
Since 1988, EF has provided language and education services to seven Olympic Games, most recently as the Official Language Training Services Exclusive Supplier for the Beijing 2022 Winter Games.

Nobel Prize Museum
EF is the educational partner of the Nobel Prize Museum, collaborating on initiatives to help students see that they, just like Nobel Laureates, can change the world.

University of Cambridge
EF and the University of Cambridge’s Department of Theoretical and Applied Linguistics in England have established a joint research unit to investigate accelerated language learning.

United Nations
EF businesses and associated organizations have collaborated with the United Nations in a variety of ways throughout the years, including joint efforts with the Hult Prize and EF Explore America.
Rice Inc. won the 2018 Hult Prize representing University College London and created the social-impact rice brand Paddi to combat world hunger and alleviate poverty.

“Alone we can never solve the world’s problems, but by joining forces we have a better chance.”

Bertil Hult
Founder of EF Education First, speaking about the Hult Prize
Hult Prize Foundation

The Hult Prize Foundation transforms how young people envision their own potential as leaders of change in the world around them.

Launched in 2010, the Hult Prize today is open to undergraduate and graduate teams on every continent. Participants design and pitch business solutions to some of the world’s toughest challenges, specifically targeting the United Nations Sustainable Development Goals.

With a $1,000,000 USD global startup prize as its anchor, the Hult Prize has brought impact-focused programs, events, and training to over a million students globally, creating a pathway for youth everywhere to take action to build a better world.

The Hult Prize continues to be a disruptive global leader in social entrepreneurship and youth empowerment for the 21st century. Each year, tens of thousands of college and university students from more than 100 countries participate, and since its inception, participants have represented over 2,000 institutions of higher education.

“All Hult Prize participants learn to see the world’s problems as opportunities.”

Lori van Dam
Chief Operating Officer, Hult Prize Foundation

Rutopia, from Tec de Monterrey in Mexico, won the 2019 Hult Prize for their social enterprise that connects travelers with indigenous communities offering community-based ecotourism.
Training the tourism and hospitality industry in Rwanda

In 2020, EF launched a partnership with the Rwanda Development Board and the Mastercard Foundation to develop a comprehensive training program for Rwanda’s tourism and hospitality industry.

This initiative offers English language and communication skills training through our online English school, EF English Live, as well as custom-designed courses about Rwanda as a premier tourism destination.

EF’s program is part of the Mastercard Foundation’s five-year Hanga Ahazaza (“Create the Future”) initiative. The goal is to create jobs for youth and women while helping Rwanda become a leading tourism destination in Africa. EF works closely with local partners, including the Rwanda Convention Bureau, Vatel Hospitality School, and the Rwanda Chamber of Tourism, to ensure the program creates an impact where it is most needed. Together with our partners, EF is proud to be part of Rwanda’s efforts to develop the critical skills that employees and businesses require to innovate, grow, and thrive in the 21st-century globalized economy.

Through her studies with EF English Live, Carine gained confidence, improved her English public speaking and conversational skills, and earned career growth in the hospitality industry.
PRIORITY ISSUE

Community engagement

Communities are at the heart of people's daily lives. We seek to have positive economic, social, and environmental impacts on the places we live in, work in, and travel to.

2020-2021 actions

• Established partnership with Eden Reforestation Projects in January 2020 to reduce extreme poverty by employing local communities to plant and maintain EF Forests in Africa
• Launched a new public-private partnership with the Rwanda Development Board and the Mastercard Foundation to develop a comprehensive training program for Rwanda’s tourism and hospitality industry in May 2020

To do’s

• Expand our EF Cares program globally by creating volunteering guidelines to help team members positively impact their local communities
• Continue to audit our supply chains to understand how our supply chain can best benefit communities

“People in our program are receiving salary increases, promotions, and even new jobs. Most importantly, they are boosting their confidence.”

Oriane Ruzibiza
EF Rwanda Program Manager, Hult EF Corporate Education
Making a difference through EF Cares

EF Cares encompasses the collective efforts of EF teams to support local service projects, giving back while building stronger connections with the communities in which we live and work.

The initiative started in EF’s Boston office in 2013, where it quickly grew to more than 200 volunteers. It has since expanded to EF offices in Zurich, Lucerne, Denver, Toronto, and many EF schools around the world.

We’re proud of all that EF Cares has accomplished, from holding donation drives and supporting after-school programs, to participating in youth mentorship and volunteering at soup kitchens. Their next goal is to expand the program across EF, creating more opportunities to support local communities and engage our team members, students, and customers in making a difference.

**Combating hunger**

Contributing food to those in need has been central to many EF Cares efforts. At the EF Cape Town campus, students volunteer with Ladies of Love to provide healthy food through a network of soup kitchens. Even as in-person efforts were curtailed in 2020, EF Go Ahead Tours donated proceeds from their Online Escapes virtual travel experiences to provide 100,000 meals to Feeding America, enabling contributions at a time when they were needed most. And this year, EF team members in the Panama office prioritized collecting food donations for those most impacted by the global pandemic.

**Gathering donations**

Across the globe, EFers have also given back with donations. EF’s Denver office gathered professional clothing to donate to Dress For Success, and the office’s annual food drive has collected the equivalent of more than 5,000 meals. Similar food drives during the holidays in the Toronto and Boston offices have benefited food banks, children’s hospitals, and youth mentorship programs. And, through collaborations with the international charity Caritas, team members in the EF Zurich and Lucerne offices have filled the holiday gift wishes of children in need.

**Sweating for a cause**

EFers have always been happy to sweat to support a good cause. EF Academy students have cleaned up highways and campuses, collecting more than 1.5 tons of garbage along the way. EF Cape Town students have supported St. Anne’s Home — which serves mothers in need and their young children — by cooking, spending time with kids, and even painting and decorating houses. EFers from EF Ultimate Break took part in the Charity Miles competition, raising money by walking, running, and biking more than 1,000 miles in one month. And in the EF Zurich office, more than 75 people took part in a blood drive held by the Red Cross.

Recent EF Cares collaborators

Big Brother Big Sister Foundation
Boston Children’s Hospital
Caritas
Feeding America
Haiti Global Youth Partnership
Healthcare for the Homeless
Swiss Red Cross
The Possible Project
United Way
EF Education-NIPPO is on a quest to show the world what cycling should be: Real human. Real adventures. Real fun. Team rider Lachlan Morton proved just that by riding the 2021 Tour de France route solo, beating the peloton to Paris.

The Alt Tour, which mirrored the Tour de France, is a fresh perspective on bike racing. Lachlan set off a few hours after the peloton to complete the 21 stages of the Tour, plus the distance between stages, solo. He stopped at cafes for food and slept under the stars. And to make sure every kilometer counted, Lachlan rode to raise money for the nonprofit World Bicycle Relief, an organization dedicated to fighting poverty through bikes.

The role of bicycles in education

One of the biggest barriers to education for students living in rural developing countries is getting to school. With access to a bicycle, children’s commute time can be reduced by up to 75%.

In the short term, bicycles help children attend school regularly and arrive better rested. In the long term, bicycles help children complete their education, preparing them for better jobs and reducing the likelihood of extreme poverty.

According to World Bicycle Relief’s research from 2019, on average, each additional year of education a child receives increases their adult earnings by 10% — and for each additional year of schooling completed, a country’s poverty rate falls by 9%.

“The bicycles that Lachlan fundraised will raise up that child, family, and community, giving mobility to those who have only ever walked.”

Dave Neiswander
Chief Executive Officer, World Bicycle Relief
Highlighting local artists in Austin

Our new Austin office, opened in 2021, is a case study of EF’s commitment to engage with local communities and focus on sustainability. The office features conference room tables made from 100% recyclable waste materials, and work from local sign painters, photographers, carpenters, furniture designers, architects—even brick-makers. We also teamed up with SAGE Studio, a group dedicated to integrating artists with disabilities into the local art scene. EF commissioned works by Gav Sears and Rick Fleming to help connect the office to its historic Congress Street location. Sears illustrated iconic neon signs from the Austin cityscape, while Fleming’s portraits of famous local musicians include Selena, Janis Joplin, and Willie Nelson.

Located on Music Lane in the cultural heart of Austin, EF’s newest office features a reception desk made from artisanal red clay crafted in Austin’s sister city of Saltillo, Mexico.

“Collaborations like this help us further our mission of increasing the visibility of artists with disabilities.”

Katie Stahl
Co-founder and Executive Director, SAGE Studio

SAGE Studio artist Rick Fleming, Janis Joplin, 2021 and SAGE Studio artist Gav Sears, Paramount, 2021
EF’s impact on the planet

**OUR GOAL**

Be carbon negative every year starting in 2021, and become historically carbon neutral.
We must all contribute to a more sustainable and peaceful future.
Hello Zero: A path to remove our carbon footprint

Climate change threatens the world and all who call it home. At EF we are committed to doing our part, like all businesses must, to help ensure a more sustainable future for generations to come.

Our Hello Zero goal

At the start of 2021 we announced Hello Zero, our ambitious commitment to voluntarily offset all of our global carbon emissions.

Our goal with Hello Zero is two-fold: to be carbon negative every year starting in 2021, and to eventually become historically carbon neutral, removing all of the carbon we have ever emitted, directly or indirectly in association with our programs, since EF’s founding in 1965.

Achieving annual carbon negativity and historical carbon neutrality

Achieving carbon neutrality means balancing the carbon created by activities like flying, driving buses, operating office spaces, and housing students with the removal of carbon from the atmosphere. Carbon negativity takes this a step further and involves removing more carbon dioxide from the atmosphere than what’s emitted. Carbon dioxide and other greenhouse gases contribute to global warming: as they build up in the atmosphere over time, they trap heat and the planet warms, disrupting everything from food production to clean water availability. By being carbon negative every year starting in 2021, our ambition is to eventually become historically carbon neutral.

Footnotes:

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Footnotes:
Focusing on our supply chain

Every action an organization takes has an impact in some way. At EF, we are focused on ensuring that as many of those impacts as possible are positive. Our value chain, including the emissions associated with our business activities, is a critical area of focus for EF.

**Responsible sourcing**

Through our global purchasing power, EF has the ability to influence our vendors around the world to ensure that they are doing their part to contribute to a more sustainable future. In 2022, we will be developing supplier expectation guidelines to ensure that positive impacts on people, communities, and the planet are prioritized in every experience you have with EF.

**EF and myclimate**

We are proud to announce that, in 2022 we will begin collaborating with the global non-profit myclimate. A world leader in voluntary CO2-compensation measures, myclimate will help us more accurately measure our carbon footprint and advise on solutions to best reduce and offset it. The projects myclimate engages in meet the highest standards set by Gold Standard and Plan Vivo, which means they are not only proven to reduce greenhouse gases locally and regionally, but also make a positive contribution to sustainable development.

**Understanding our carbon footprint**

The Greenhouse Gas Protocol has defined three scopes that contribute to an organization’s carbon emissions, and we voluntarily offset our carbon footprint along all three.

**Scope 1**

- Direct emissions that we create
  - EF offices & schools
  - EF owned vehicles

**Scope 2**

- Indirect emissions from energy use
  - Purchased electricity
  - Heating & cooling for EF use

**Scope 3**

- Indirect value chain emissions
  - Waste generated
  - Purchased goods & services
  - Business & customer travel
  - Team members commuting

2020-2021 actions

- Local sourcing and sustainability were integrated into our new office space projects in Austin and Denver
- EF Go Ahead Tours conducted a multifunctional Responsible Travel audit

To do’s

- Create and launch a comprehensive Supplier Expectations & Guidelines program
- Design and launch a recycled, carbon-neutral EF backpack
- Begin the process of minimizing and reducing single-use plastics in our travel experiences, schools and offices
Voluntary offsetting with the EF Forest Initiative

The first step of our Hello Zero commitment is the EF Forest Initiative, a project to create and conserve forests around the world.

Planting trees with Eden Reforestation Projects

In the EF Forest Initiative's first year, we planted trees with Eden Reforestation Projects, a nonprofit organization that engages local communities in planting, maintaining, and guarding previously deforested areas. Eden planted three million trees on our behalf in 2021 in Kenya, Madagascar, and Mozambique — and the effort will grow over time as we add more partners and locations.

We selected Eden Reforestation Projects as our first EF Forest partner because of its mission to restore healthy forests, while creating economic opportunities in rural communities worldwide. Eden provides fair-wage employment to local community members, hiring, and training them to plant trees, build the infrastructure that supports them, and guard against illegal logging, poaching, and other threats.

Long-term environmental impact

EF Forests will create long-term environmental impact by prioritizing native species trees that can withstand ecological stressors, perform an array of ecosystem services (such as sediment regulation and storm protection), and sequester carbon at high rates.

“While travel can be an important part of learning about the world, it’s critically important to find sustainable solutions that offset its environmental impact.”

Debra Crawford
Chief Development Officer, Eden Reforestation Projects

EF Forest Initiative by the numbers

2,750,148
Mangrove trees planted to meet our goal of 3 million mangrove trees

120
Local community members employed

1,876
Acres being reforested in total. That equates to over 1,418 American football fields

Kenya
The Kipini site is comprised of 618 acres of deforested mangroves along the Tana River Delta in eastern Kenya.

Madagascar
The Bemangroaka 2 site is comprised of 331 acres of massively deforested mangroves near the Betsiboka River in northwestern Madagascar.

Mozambique
The Xefina site is comprised of 927 acres of degraded mangrove ecosystems on Mozambique’s southeastern coast.
EF Forest Initiative highlights

Eden Reforestation Projects employs people from local communities to plant trees, providing benefits far beyond the trees themselves.

Local communities are directly involved in ongoing preservation efforts through the creation, care, and maintenance of planting sites.

Mangroves are one of the most efficient ecosystems for carbon sequestration, and they also protect coastal areas from erosion.

Learn more about our work with Eden Reforestation Projects

Planting native species, like these mangrove propagules in Mozambique, is a priority as they can withstand ecological stressors and perform an array of ecosystem services.
Our commitments to responsible travel

Our Educational Travel division launched Responsible Travel Commitments in 2020, guided by a belief that travel should help make the world better.

Travel is a powerful way to foster understanding of, and respect for the people, cultures, and places of the world. Ultimately, travel can change the way we think, feel, and act, and therefore has the power to affect tremendous change throughout the globe.

COMMUNITIES
EF is committed to providing economic, social, and environmental benefits to the communities that you visit with us.

Your EF travel experience directly supports local businesses and livelihoods, and along the way, you’ll learn about the importance of local production and heritage. We seek to make a long-term impact, focusing on regenerative solutions that benefit communities long after you depart a destination. We collaborate with the communities in which we live, travel, and work to preserve local cultures and encourage sustainability.

ANIMAL WELFARE
EF is committed to respecting and promoting animal welfare as we help you explore the world, because experiencing a destination should not involve harming the animals that call it home.

We provide you with insights into the importance of animal welfare, including identifying and avoiding inhumane tourist attractions, learning about local wildlife conservation efforts, and understanding the impacts of poaching and illegal wildlife products. We are proud to collaborate with the non-profit organization World Animal Protection to implement animal welfare best practices throughout all our programs worldwide.

ENVIRONMENT
EF is committed to improving the sustainability of our travel programs by embracing eco-friendly practices, supporting local conservation efforts, reducing and recycling waste, and minimizing our carbon footprint.

Your travel experience with us will include information and insights to help you understand how your actions as a traveler can make a difference. At the start of 2021 we announced Hello Zero, our ambitious commitment to voluntarily offset all our global carbon emissions. The EF Forest Initiative was our first step towards our Hello Zero goal in which we planted 3 million trees with Eden Reforestation Projects.

Read about our Responsible Travel commitments

Go there
Our progress on animal welfare

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EF and World Animal Protection
EF is excited to collaborate with the World Animal Protection, a non-profit organization with whom we share many attributes; we’re both mission-driven organizations with over 50 years of experience, who take pride in embodying a local presence on a global scale, and are passionate about education as a fundamental driver for positive change. We’re looking to the World Animal Protection’s dedication, research, and reach to create more informed global citizens as an example to better inform our own policies. Instead of simply ceasing activities on our travel programs that don’t meet our animal welfare standards, we’re seizing the opportunity to discuss the issues at hand, therefore spreading knowledge and empathy to ensure a larger impact.

“We’re holding our suppliers accountable and are only working with partners whose facilities and programs fully abide by our animal welfare policies”

Kerryann Driscoll
Vice President, EF Educational Tours
Sustainability stories

Héctor and EF Service Learning Partner, Verde Profundo

As an EF Program Manager and Dominican Republic native, Héctor González says the best thing about his job is connecting interested travelers with passionate locals. Locals who are deeply connected to where they live and are eager to highlight a different side of the Dominican Republic. Locals like Tasha Dough and her father, Mickey, founders of Verde Profundo, an NGO working to reestablish the ecosystem of Boca Chica and the island’s southern coastline through mangrove reforestation and coral reef regeneration.

Mangrove forests and coral reefs play an integral role in protecting coastlines from erosion and flooding, and are essential in fostering marine life biodiversity.

With the support of EF groups, Verde Profundo planted more than 1,500 mangrove trees and completed 10 coral regeneration projects in 2018 and 2019 alone. These projects and others allowed the Boca Chica lagoon to obtain official classification as a breeding area and micro-sanctuary, providing the area with formal conservation rights.

Hector, once a student at the Environmental Institute in Jarabacoa, now brings EF students there to learn.

Video

Learn more about Verde Profundo

Watch on YouTube
Stella
EF Educational Tours Canada student and EF Canadian Youth Ambassador

Growing up near the LeHave River in Nova Scotia, Canada, Stella knew she couldn’t swim in the rivers’ polluted waters. At 14, as part of a school science fair, she used an at-home testing kit to find out just how shockingly polluted those waters were. The results of her research gained the attention of the local government, which pledged to dedicate nearly $16 million to the problem.

For her work, Stella was selected for the EF Canadian Youth Ambassador Program, which offered mentorship from government leaders, a trip to the Amazon Rainforest, and most importantly, a chance to meet other passionate youth.

“When I got home, I told my mom, ‘I found my people!’ I live in a small town, so knowing there’s more out there was such an important experience for me.”

Louisa
EF Educational Tours student and speaker at the EF Global Leadership Summit

Louisa is in her early 20s, but she’s accomplished a lot in her life. She is an artist and welder whose work has been featured at the Museum of Design in Atlanta, Georgia. She is a designer and engineer specializing in the nature-informed field of biomimicry and holds a patent for a cuttlefish-inspired wind and hydropower turbine. She’s also an EF regular. With EF, Louisa has toured northern Italy, participated in the 2015 EF Global Citizen Scholarship Program in Davos, Switzerland, and spoken at both the EF Global Leadership Summit and the EF Executive Conference.

“My experiences in Davos paved the way for my confidence in public speaking, my passion to educate others, and my drive to go out and do big things in the world.”

“Reflection is a big part of my tours. I always encourage travelers to find small solutions that can have a big impact on the places they visit.”

Alice
Tour Director

See more stories at [We Are EF](#)

Papiro’s story: from fisherman to environmentalist

Tackling public transportation challenges at EF’s Glocal Challenge

EF Explore America partners with the United Nations Association

Green for one day: tips from EF Green Teams

“Reflection is a big part of my tours. I always encourage travelers to find small solutions that can have a big impact on the places they visit.”

Alice
Tour Director
Teaching about sustainability

Sustainability is core to EF’s approach to both business and education. From strategic research to experiential learning, students and team members across the globe are engaging with sustainability issues and having positive impacts.

Earth-friendly immersion at EF Santa Barbara

At EF Santa Barbara, environmental awareness is a core focus of out-of-classroom educational experiences. “Every Day is Earth Day” is an annual event that the school organizes in collaboration with local non-profits. It brings together more than 300 students and team members to clean 10 beaches in a single day. Events like this offer students both hands-on lessons in sustainable development and in-person connection with the local community.

Reforestation in Puerto Rico with EF Explore America

EF Explore America partner Para La Naturaleza is a non-profit dedicated to preserving the ecosystems of Puerto Rico. In 2019 and 2020, EF groups participated in a variety of reforestation projects and learned the important role native trees play in local ecosystems. The work travelers do help Para La Naturaleza achieve its long-term goals.

Sustainability-focused curriculum at Hult International Business School

Responsible business practices have been the heart of the Hult International Business School curriculum since its founding. Core courses include topics about ethical and responsible practices in different international contexts, while some classes integrate sustainability into their syllabi. Students are encouraged to think holistically while driving innovation.

“Change happens by giving people the opportunity to engage with new ideas, or the experiences of others, and to reflect on the implications.”

Matt Gitsham
Professor of Sustainable Development, Hult EF Corporate Education

Learning opportunities

- EF International Language Campus students personalize their language studies by choosing classes in subjects like Ecology at EF Vancouver Island or Global Issues at EF Cape Town.
- On EF Educational Tours Service Learning programs, students work with established nonprofits, NGOs, and locals on community-driven projects such as sustainability on Lake Titicaca in Peru, marine conservation in the Dominican Republic, and community development and elephant conservation in Thailand.
- Hult International Business School has released publications on topics such as “Why Climate Change and Other Global Problems Are Pushing Some Business Leaders to Embrace Regulation,” “Maximizing the Value of Waste: From Waste Management to the Circular Economy,” and “Corporate Leadership on Modern Slavery.”
- EF Academy New York students explore marine science along New York City’s waterways aboard a research boat, and travel to Belize to experience what it’s like to be an environmentalist.
Sustainability in our offices and schools

In EF offices and schools around the world, our teams are constantly working to find ways to prioritize sustainability and reduce our carbon footprint.

From composting programs, to cycle to work initiatives, to grey-water recycling programs, EF offices and schools are at the forefront of our sustainability initiatives on a local level. Our team members who are passionate about promoting environmental awareness and sustainability lead EF’s efforts in integrating environmental responsibility into our company culture.

Ashridge & ISO 140001
Ashridge House achieved ISO 140001 certification in 2011, which sets out criteria for environmental management. They have been innovating and investing in key areas such as reducing carbon emissions, waste and recycling, promoting mindful water use, fostering a green mindset, and encouraging biodiversity on their property.

Achieving LEED certification
Hult House, the newest 300,000 sq. ft. student residential building on EF’s Boston campus, was designed, constructed, and operates to a LEED Gold standard. Another building on the campus, EF Center Boston, was designed to achieve LEED Silver status. The design team optimized the mechanical systems for the building and site to take advantage of a range of sustainable opportunities. EF Center is lit with LEDs and includes additional energy use reduction strategies. The on-site restaurant, Lingo, focuses on composting and restricts single-use plastics.

Alternative-transportation
EF has always chosen office locations that make it as easy as possible for team members to get to work and enjoy life once they do. We encourage alternative-transportation modes by providing on-site bicycle storage and showering facilities at hub offices for team members who walk, run or bike to work. And on our Boston hub campus, we installed electric charging stations in our parking garages and a bike-sharing station to promote public use of cycling.

Since 2009, EF Center Boston has run a recycling program with Save that Stuff, saving:

11,141 Adult trees
6,984 Cubic yards of landfill space
3,735,912 Kilowatts of electricity

Based on yearly reports conducted by Save that Stuff, Inc. from 2009 through 2021.

Highlights

EF Center Boston
Two Education Circle
Cambridge, MA 02141

83% Of construction waste for EF Center Boston diverted from landfills

33% Of savings in energy because EF Center Boston is lit with LEDs

Read about sustainability at Ashridge House

Website

Go there
Driving change through EF Green Teams

Every day presents a new opportunity for each of us to be green, whether that’s in our schools, our offices, or in the places we travel to. The employee-led Green Teams are vocal advocates for making sure that happens at EF.

Green Teams plan and execute initiatives ranging from community events to awareness campaigns. They seek to raise awareness about how our actions as a community impact the environment as a whole.

How Green Teams have created change at EF

Being mindful of the food consumed, the EF Lucerne office started a campaign to encourage team members to switch from dairy milk to oat milk. They are working toward a goal of a 50% decrease in dairy consumption. The EF Denver office also hosted a Meatless March 2020 challenge. Sixty-two team members participated and 582 meatless days were tracked.

To reduce water consumption, the team inspired the Hult International Business School campus Dubai to install water-saving aerators in all washrooms — reducing water consumption by 50%.

In consideration of the waste we produce, the team prompted the EF Denver office to introduce composting bins, diverting an estimated 5,760 pounds of organic waste from landfills. The Green Teams in the EF Panama, EF Denver, and EF Boston offices and on Hult International Business School campus Dubai and Hult International Business School campus London also hosted clothing swaps and donation collections.

And each year, Green Teams across the globe organize daily events during Earth Week to educate and inspire team members to make small changes in their everyday lives. Teams share tips, conduct community clean-ups, host vegetarian cooking classes, educate their colleagues on recycling, and more.

“In honor of World Oceans Day 2021, the EF Panama office rallied team members from around the globe to do ocean and river clean-ups in their local communities.

“If we’re in the business of selling the dream of an international future, it’s up to us to ensure our community has a future to look forward to.”

Maria Poyato
EF Green Team Zurich lead
ICELAND

Students with EF Educational Tours learn how Iceland’s rich natural wonders help drive the region’s push for renewable energy and sustainability.
We are dedicated to opening the world through education for generations to come.
Future Goals

As we look to 2022 and beyond, we will continue to seek sustainable ways to connect people — helping them better understand themselves and the world they are a part of.

**Responsible sourcing**

EF has tremendous purchasing power through our relationships with vendors and suppliers around the world who help bring our experiences to life. By working together with these vendors and suppliers, we have a unique opportunity to make significant progress on issues that are important to the entire EF community. To help make that progress, in 2022 we will create and distribute supplier expectation guidelines to outline the kind of impact we seek to make through our experiences. Focus areas will include sustainability; carbon emissions reduction; waste reduction; community engagement; human rights; and diversity, equity, inclusion, and belonging.

**Community engagement**

In 2021, we launched Responsible Travel commitments for our Educational Travel division. In 2022, we want to expand on the success of the Responsible Travel program with an increased focus on community engagement within our programs. We seek to have ongoing positive economic, social, and environmental impacts on the places we live in, work in, and travel to. To continue to do that, we will look for as many opportunities as possible to partner with communities themselves, including an expanded EF Cares program for EF team members. With a global presence in 120 countries, together, the EF community can have a tremendous impact on communities around the world.

**Human connection**

As technology speeds up, at EF we want to take a moment to reflect on what we do best — foster moments of human connection and understanding. Technology, for us, has always been a tool to connect people, and after a few years where much of the world lived behind screens, our commitment to connecting people in the real world has not wavered. There is magic in going to a new place, exploring another culture, navigating a new language, and meeting people you might never meet otherwise. So we want to get people back out exploring the world together and finding out what the world has to teach them.