

Sustainability Policy

v5 October 2025



Purpose

To outline the commitment of Source to sustainable practices that minimise our environmental impact, promote social responsibility, and ensure economic viability.

This policy is intended to guide our operations, decision-making, and strategic planning towards achieving sustainability goals.

Scope

This policy applies to all employees, contractors, suppliers, and stakeholders involved in the operations of Source.

Policy Statements

1. **Environmental Stewardship**

Emissions Reduction: Implement strategies to reduce greenhouse gas emissions by optimising routes, investing in fuel-efficient and electric vehicles, and implementing further alternative fuel options (solar) and future energy storage solutions (batteries).

Energy Efficiency: Adopt energy-efficient technologies and practices in our warehouses, offices, and transportation fleet.

Waste Management: Minimise waste generation through recycling, reusing materials, and responsible disposal practices. Minimise the use and sale of single use plastics.

Resource Conservation: Promote the efficient use of resources, including water and energy, across all operations.

2. **Social Responsibility**

Employee Well-being: Ensure a safe, healthy, and inclusive working environment. Provide training and development opportunities to enhance employee skills and career growth.

Community Engagement: Support and invest in local communities through partnerships, sponsorships, and volunteer activities. Provide 3 paid days of volunteering to each employee.

Ethical Practices: Conduct business with integrity, ensuring compliance with all legal and regulatory requirements. Promote fair labour practices and respect for human rights throughout our supply chain.

3. **Economic Viability**

Innovation and Efficiency: Continuously improve operational efficiency through innovation, technology adoption, and best practices in logistics management.

Sustainable Sourcing: Work with suppliers who share our commitment to sustainability. Prioritise sourcing materials and services that have a lower environmental impact.

Customer Engagement: Collaborate with customers to develop and implement sustainable logistics solutions that meet their needs while reducing environmental impact.



Implementation Strategies

1. **Governance and Accountability**

- Establish a Sustainability Committee responsible for overseeing the implementation and progress of this policy.
- Assign sustainability champions within each department to ensure alignment with sustainability goals.

2. **Monitoring and Reporting**

- Develop key performance indicators (KPIs) to measure progress towards sustainability goals.
- Regularly monitor, review, and report on sustainability performance to stakeholders.

3. **Stakeholder Collaboration:**

- Engage with stakeholders, including employees, customers, suppliers, and community members, to gather input and foster collaboration on sustainability initiatives.
- Participate in industry events and initiatives to stay informed about best practices and emerging trends in sustainability.

4. **Continuous Improvement:**

- Encourage a culture of continuous improvement by regularly reviewing and updating sustainability policies and practices.
- Invest in research and development to explore new technologies and methods that enhance sustainability.

Communication and Training

- **Awareness Campaigns:** Conduct regular awareness campaigns to educate employees and stakeholders about sustainability issues and our company's commitments.
- **Training Programmes:** Provide training for employees to equip them with the knowledge and skills needed to implement sustainable practices.
- **Transparent Communication:** Maintain open and transparent communication with stakeholders about our sustainability goals, initiatives, and progress.

Conclusion

Source is committed to integrating sustainability into every aspect of our business. By adhering to this policy, we aim to reduce our environmental footprint, contribute positively to society, and ensure the long-term success and resilience of our business.

Together, we can drive meaningful change and create a more sustainable future.

Approval and Review

This policy will be reviewed annually and updated as necessary to reflect evolving best practices and stakeholder expectations.

Approved by: Ollie Rastall, Director

Date: 25th October 2025

By implementing this sustainability policy, Source demonstrates its dedication to responsible business practices and leadership in the logistics industry.

