

Sustainability Strategy

v5 October 2025



Creating a sustainability strategy for Source involves integrating environmental, social, and economic considerations into our core operations.

Vision and Mission

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

Vision: To lead Source towards a sustainable future by minimising environmental impact, promoting social responsibility, and ensuring economic viability.

Mission: To deliver efficient and reliable services while implementing innovative solutions that reduce carbon footprint, enhance community well-being, and create long-term value for stakeholders.

Key Components of the Sustainability Strategy

1. Environmental Responsibility

Carbon Emissions Reduction:

- Transition to a fleet of electric or hybrid vehicles where viable.
- Implement route optimisation software to reduce fuel consumption.
- Use W3W to greater increase delivery accuracy and less idling
- Encourage the use of alternative fuels (EV, biofuels)

Energy Efficiency:

- Upgrade warehouses and facilities with energy-efficient lighting and HVAC systems.
- Install more solar panels on warehouse rooftops.

Waste Management:

- Implement recycling programmes across all facilities.
- Reduce packaging waste by using reusable or biodegradable materials.

2. Social Responsibility

Employee Well-being:

- Provide comprehensive training and development programmes.
- Ensure a safe and healthy working environment.
- Promote diversity and inclusion within the workforce.

Community Engagement:

- Partner with local organisations for community development projects (CMP)
- Support local businesses and suppliers.
- Engage in corporate social responsibility (CSR) initiatives like sponsoring local events and charities (CMP, youth football teams).



3. **Economic Responsibility**

Sustainable Procurement:

- Source materials and services from suppliers committed to sustainable practices.
- Implement fair trade practices.
- Minimise order placing frequency to reduce delivery mileage.

Innovation and Technology:

- Invest in software that creates operational efficiencies for both Source and customers.
- Adopt technologies for better inventory and fleet management.

Customer Collaboration:

- Work with customers to develop sustainable supply chain solutions.
- Offer carbon-neutral shipping options (local EV delivery of sustainable products).

Goals and Targets

Short-Term Goals (1-2 years)

1. Reduce carbon emissions by 10% through fleet optimisation and fuel-efficient practices.
2. Achieve a 20% reduction in energy consumption across all facilities.
3. Launch an employee wellness program.

Medium-Term Goals (3-5 years):

1. Transition 50% of the vehicle fleet to electric or hybrid models.
2. Achieve zero waste to landfill status.
3. Increase the percentage of sustainable suppliers to 75%.

Long-Term Goals (5-10 years):

1. Achieve net-zero carbon emissions with no minimal offsetting.
2. Continue leading in sustainable janitorial and washroom solutions with innovative technology.
3. Maintain high levels of employee satisfaction, retention and community engagement.



Implementation Plan

1. **Assessment and Planning:**

- Conduct a sustainability audit to identify current impact and areas for improvement (Neutral Caron Zone audits).
- Set up a sustainability task force to oversee strategy implementation.

2. **Execution:**

- Roll out sustainability initiatives across departments.
- Monitor progress with regular reporting and metrics.

3. **Review and Improvement:**

- Perform annual reviews of sustainability performance.
- Adjust strategies and goals based on progress and new sustainability challenges or opportunities.

Monitoring and Reporting

KPIs and Metrics

- Carbon emissions (CO₂ per km).
- Energy consumption (kWh per square meter).
- Waste reduction (tonnes of waste diverted from landfill).
- Employee satisfaction (survey results).
- Community engagement (number of initiatives and participants).

Reporting

- Publish an annual sustainability report.
- Use third-party verification to ensure transparency and accountability (NCZ).

Stakeholder Engagement

Internal Stakeholders:

- Regularly update employees on sustainability progress through newsletters and meetings.
- Provide training and resources to support sustainability initiatives.

External Stakeholders:

- Engage with customers, suppliers, and community members through industry events and collaborative projects.
- Participate in industry groups and sustainability networks to share best practices and stay updated on trends.

By adopting this comprehensive sustainability strategy, Source can significantly reduce its environmental impact, enhance social well-being, and ensure economic viability, thereby positioning itself as a leader in the industry.

