At Bluesource, we recognise that our corporate social responsibility ("CSR") is important and we are committed to ethical and sustainable business practices, and ensure that CSR is supported across the business, within our day to day operations. This means we take account of our social, economic and environmental impact and define our CSR as follows:

a) Conducting Business in a socially responsible and ethical manner
b) Protection the environment and the safety of people
c) Supporting Human Rights
d) Engaging, learning from, respecting and supporting the communities and cultures with which we work

This policy applies to activities undertaken by or on behalf of Bluesource.

All employees will adopt the CSR considerations described in this policy into their day to day work activities. The Senior Management Team will act as role models by incorporating those considerations into decision making in all business activities and will ensue appropriate organisational structures are in place to effectively identify, monitor and manage CSR issues and performance relevant to our business.

This policy is built on the following areas:

Business Ethics and Transparency

Bluesource is committed to maintaining the high standards of integrity and corporate governance practices in order to maintain excellence in its daily operations and to promote confidence and trust in our governance systems. The company will promote its business in an open, honest and ethical manner.

The company recognises the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

Environmental, Health and Safety policies are in place and communicated to all staff via a staff handbook, intranet and notices.

The company is committed to reducing its direct impact on the environment by actively managing our waste, and consumption of natural resources.

Stakeholder Relations

Bluesource will engage stakeholders clearly, honestly and respectfully.

The company is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, suppliers, partners, vendors and employees, indigenous peoples, governments, regulators and landowners, among others.

Wherever possible, bluesource will ensure that its supply chain have similar CSR values.

Employee Relations

Bluesource will ensure employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity and equal opportunity in the workplace are embraced. It actively encourages professional development and supports employee health and wellbeing.

The company will apply fair labour practices, while respecting the national and local laws of the United Kingdom.

It is committed to providing equal opportunities (as per its policy) in all aspects of employment and will not engage in or tolerate workplace misconduct, including discrimination, intimidation or harassment.

Human Rights

Bluesource recognises that governments have the primary responsibility to promote and protect human rights. The company will work with governments and agencies to support and respect human rights within our sphere of influence.

The company will not tolerate human rights abuses, including slavery and human trafficking (as per its policy), and will not engage or be complicit in any activity that solicits or encourages Human Rights abuse.

It will always strive to build trust, deliver mutual advantage and demonstrate respect for cultures, customs and values of individuals and groups.

Community Investment

Bluesource supports local businesses and the communities in which we operate. As a company we are proud to support the Fredericks Foundation, with its mission to provide access to small business loans to people excluded from mainstream credit in order to create choice not charity, and to give individuals the opportunity to transform their lives, and to build a society based on dignity not on handouts.

Sign Off

For Bluesource	
Name	Nick Jaggers
Position	Head of Operations
Signature	
Date	4 March 2022

Revision History

Revision Date	Reviser	Description of Revision
09/07/2019	Nick Jaggers	Policy updated and republished
01/03/2020	Nick Jaggers	Logo updated and policy republished
22/06/2021	Nick Jaggers	Reviewed and no update required
01/03/2022	Nick Jaggers	Reviewed and no update required