

1 Statement

Bluesource (the “Company”) is fully committed to being a sustainable business and this commitment forms a fundamental part of its wider Corporate and Social Responsibility strategy.

Sound sustainable development is also key to the Company’s [Environmental Policy](#) and supports its commitment to being a responsible business with a social purpose beyond its immediate business.

This policy helps Bluesource to:

- Consider the resource/environmental impacts of its activities
- Consider the resource/environmental impacts of its supply chain*
- Consider the integration of sustainability into the goods and services it provides
- Consider how to support and participate in the communities in which it operates
- Consider its obligations to secure the well-being of future generations.

* By the nature of the Company’s specialism and the goods and services it needs to provide to its customers, it needs to be able to work with specific suppliers, vendors, and partners, which means the Company may be unable to take sustainability criteria in to account when choosing those it engages with.

2 Sustainability principles

Bluesource’s sustainability policy is based upon the following principles:

- Promote and support the Company’s Environmental Policy
- Promote and support the Company’s Corporate and Social Responsibility Policy
- Reduce carbon emissions wherever possible and within our control
- Promote hybrid and remote working to reduce the need for travel
- Provide remote services and resources for our customers to help them to also reduce their carbon footprint through the avoidance of unnecessary travel and utilising shared resources
- Promote paper free working
- Utilising cloud and SaaS technologies, to reduce unnecessary hardware and energy consumption.
- Provide a collaborative workspace where partners and customers can also share and utilise resources
- Evaluating the environmental aspects of the business that have a lifecycle perspective, with a preference towards sustainable consumption, recycling and production
- Utilising waste handlers who promote a ‘zero to landfill’ aspiration
- Compliance with applicable legislation and adoption of appropriate codes of practice if applicable
- Integrating sustainability concepts and opportunities into our everyday business decisions

- Making key suppliers aware of our Sustainability Policy and encouraging them to adopt sustainable management practices
- Ensuring all staff to be aware of our Sustainability Policy and embrace its principles
- Reporting on our sustainability initiatives, where possible
- Regularly reviewing this policy as the business evolves, ensuring it continues to be in line with current best practice applicable to our type of business and deliverables.

3 Our Sustainability Strategy: Practical Steps

To put the ten policy principles into practice, we will strive towards the following actions:

- Nominate at least one representative for sustainability and environmental matters/issues, who can be a first point of contact for sustainability/environmental issues and provide guidance/assistance for using company property, equipment and assets to the maximum efficiency
- Purchase electricity from providers who can guarantee that it comes from renewable or low carbon sources
- Minimise our use of paper and other office consumables
- Provide electronic data storage system/s to avoid the need for paper records
- Wherever possible recycle goods and where necessary, use recycling and disposal service from ethically and environmentally responsible suppliers
- Promote hybrid working throughout the business and utilise the corporate office as a collaboration space, with greater space allocated for meeting rooms
- Promote the use of our office space with partners and customers so that they can utilize the space for their own purposes, reducing travel and sharing resources
- Use collaborative technologies such as video conferencing or teleconferencing wherever possible to reduce business travel
- Encourage greater use of public transport
- Reduce the energy consumption of office equipment by investing in energy-efficient equipment
- Carefully evaluate the potential benefits of single-use items as well as robust products with built in longevity
- Ensure that timber furniture, or any other timber products, are from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified
- Purchase fair-trade and/or eco-certified supplies wherever possible and practical
- Seek to work with local suppliers and support the local economy whenever possible
- Seek to collaborate with customers and partners on sustainability.

4 Moral, legal, and contractual obligations

The Company must understand and fulfil our moral, legal, and contractual obligations and ensure these are considered in its operations.

5 Customers

The Company must have the right systems and processes in place to nurture relationships with customers and provide the reassurance that it will deliver sustainable development opportunities throughout its service delivery, wherever possible.

Customer satisfaction is a key measure of the Company's success in this area and all operations and customer relationship management should be undertaken with client satisfaction in mind.

6 People

People are at the core of everything we do and therefore the Company must have the right talent to fulfil the future needs of its business and make sure that the well-being of its people, and by extension our clients and the general public, is safeguarded while at work. The policy requirements detailed within the Company's Health and Safety policy supports these requirements.

7 Social Value:

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 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.

8 Responsibilities

Its is everyone's responsibility within the Company to:


- Carrying out their work in line with this policy and associated procedures
- Challenging any behavior that falls short of the expectations of this policy
- Identifying any breaches of this policy and reporting them to their line manager.

9 Sustainability Reporting

At present Bluesource is limited in terms of what sustainability metrics it can effectively monitor, report against, and aim to improve.

Whilst as a business we must engage specific partners, vendors and suppliers for specific needs and specialisms (which means we are typically unable to select them based on their sustainability credentials or compliance against our own principles), our decisions on who we work with, considers sustainability wherever possible.

10 Sign Off

For Bluesource	
Name	Nick Jagers
Position	Head of Operations
Signature	
Date	25 March 2024

11 Revision History

Revision Date	Reviser	Description of Revision
25/03/2024	Nick Jagers	Policy created and published.