



SUSTAINABILITY POLICY

Just 1 Source & Supply is a leading supplier of safety products, with a core purpose of keeping people safe at work. We recognise our corporate responsibility and are committed to controlling our environmental impacts through compliance with legislation, best practice, citizenship, responsible stewardship and continual improvement through our Sustainability Strategy

Through our strategic plan, Just 1 Source & Supply will help to secure a safer future by being more sustainable in how we develop and deliver products and services and how we work with our customers and partners.

The plan spreads across 3 key strategic priority areas and have been mapped against the UN's Sustainable Development goals. These areas are: -

- Safe Business
- Safe Planet
- Safe People

In pursuit of our environmental goals, Just 1 Source & Supply will: -

Assess, monitor and reduce environmental risks from operations through our Aspects and Impacts Register Set annual improvement objectives and measure/review our performance. Maintain an Environmental Management System to meet the requirements. To minimise waste from our activities, Just 1 Source & Supply is committed to the following waste hierarchy: Eliminate waste from our operations as far as is practicable. Reduce our use of resources and avoid the need to discard materials in general. Re-use materials, where possible. Recycle and pre-treat waste by segregating items for recycling. Recover waste materials to be transferred into energy. Dispose of waste correctly as required by the Environmental Protection Act 1990 - Duty of Care.

Our people managers are responsible for: -

Ensuring the implementation, communication and compliance of environmental requirements
Ensuring all colleagues, apprentices, contractors and other workers receive the appropriate information, instruction, training and supervision to enable them to be aware of environmental risks and opportunities
Ensuring all relevant environmental risks and hazards are identified, the hierarchy of control applied and results detailed in a suitable and sufficient risk assessment
Providing and maintaining suitable and sufficient safe systems of work, safe plant and equipment that consider environmental risks. Every colleague is encouraged to raise concerns, speak up or act if they identify an issue or concern. This is supported by our Colleagues' Safety Pledge of See It, Sort It, Report It and our Work safe Policy. We ask our colleagues for their co-operation on environmental issues and ask that they do not interfere with, or misuse anything provided to protect or enhance the environment. All environmental incidents will be reported, recorded and investigated to determine the root cause, implement remedial actions and prevent recurrence.

Meetings which encourage consultation and participation of colleagues. Compliance with this policy will be monitored internally by our robust auditing programme. To ensure this policy is effective, we will review it annually or in light of any significant changes to our business. This policy will be communicated to all colleagues and made available to any interested parties on request.



A Safe Tomorrow

Safe Business



We will work in partnership with our ecosystem of suppliers, customers and relevant bodies to provide sustainable solutions. We will provide our customers with sustainable product options that minimise the resources consumed in their manufacture, transport, use and end-of-life treatment. Product packaging will be reduced, better materials introduced, and plastics minimised as we introduce lighter more sustainable packaging. We will work towards full circularity as we believe it can be designed into many areas of our industry, preserving natural resources, cutting carbon emissions, reducing waste and protecting the environment.

Working to provide customers with sustainable solutions. What we are doing: -

- Introducing ways to recover and recycle materials and developing circular solutions. Implementing end-of-life takeback and recycling schemes.
- Investing in closed-loop systems. Sustainable products.
- Offering new, more sustainable product options.
- Sourcing and specifying sustainable materials and processes.
- Introducing products and ranges with accredited sustainable credentials.
- Extending product life and durability.
- Responsible product packaging. Reducing packaging, improving materials and minimising plastics to introduce lighter and more sustainable product packaging.
- Collaborating to deliver the UK's sustainable development goals.
- Reducing product packaging and increasing recyclable elements.



Safe People



We will use our regional, national and global influence to reduce inequality and help communities thrive. We will support and empower people to make progress by insisting on fair reward, treatment and development opportunities for all. We will remain a champion and supporter for good causes and organisations that share this vision.

Delivering social value for people across every community touched by our operations. What we are doing:-

- Social value through community engagement, partnerships and education.
- Creating social value through community partnerships.
- Engaging with our community Delivering positive impact and education through partnerships.
- Accounting for social value.
- Harnessing the value of apprenticeships.
- A socially responsible supply chain.
- We use our influence to enhance working and living standards. Ethically trading and respecting the rights of workers.
- Maintaining a supply chain free from Modern Slavery.
- Implementing ethical standards along our supply chain through due diligence.
- Colleague well-being. We are committed to fair pay, supporting colleagues' wellbeing and providing development opportunities. Committing to Fair Pay. Providing learning and development.
- Supporting physical and mental health and wellbeing.



Safe Planet



We will play our part in tackling the worst impacts of climate change, by reducing greenhouse gas emissions from our direct operations and throughout our value chain in line with science-based targets. We will minimise waste created in our own operations, and throughout our supply chain.

Tackling climate change impact by reducing carbon emissions from direct operations. What we are doing:-

- Carbon reduction.
- Taking action to reduce emissions from our direct operations.
- Improving energy efficiency in operations.
- Reducing emissions Achieving accredited Carbon Neutrality for our operations through carbon offset schemes. Net Zero by 2050.
- Reducing emissions throughout our value chain from manufacture to use of products.
- Minimal operational waste.
- Improving product packaging and reducing packaging and waste in own operations and throughout our supply chain.
- Reducing packaging and packaging waste in operations.
- Eliminating waste going to UK landfill

Our Carbon Footprint



Please find a full report produced by the independent Positive Planet, a leading authority that measures our Carbon Footprint on website www.just1source.com

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November 2023