



# 2023 ESG Impact Report

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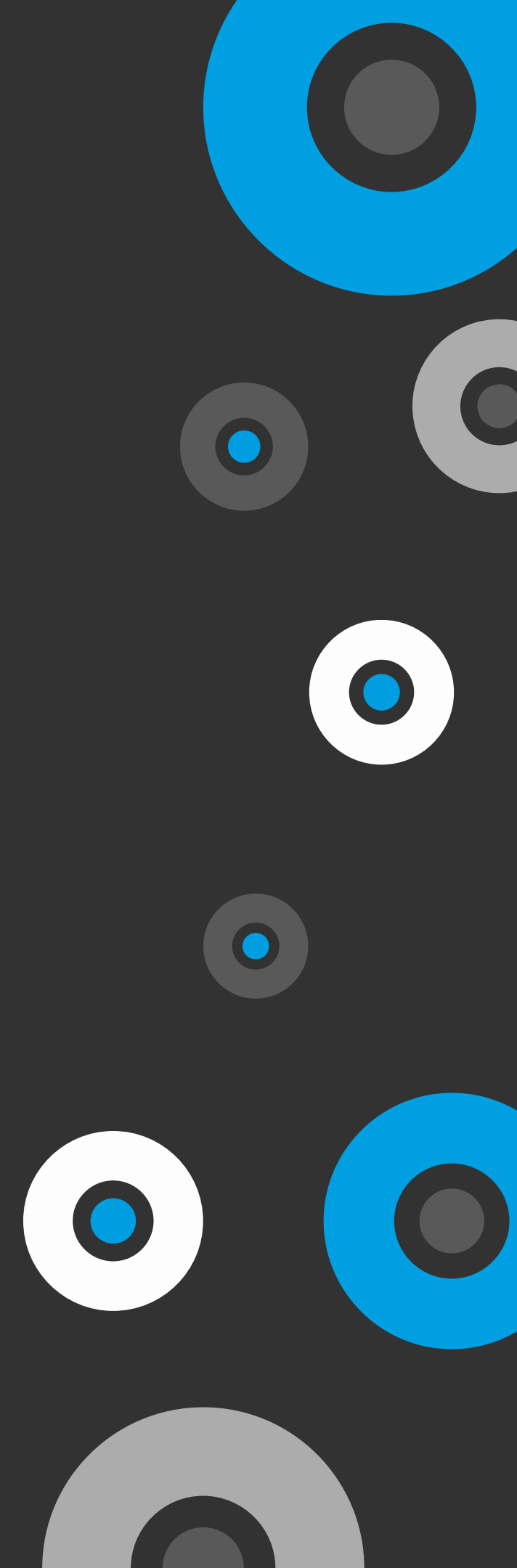
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# Welcome

Welcome to our very first ESG Impact Report.  
We hope you find this an interesting read.

We also hope it inspires you with initiatives to  
implement yourself.



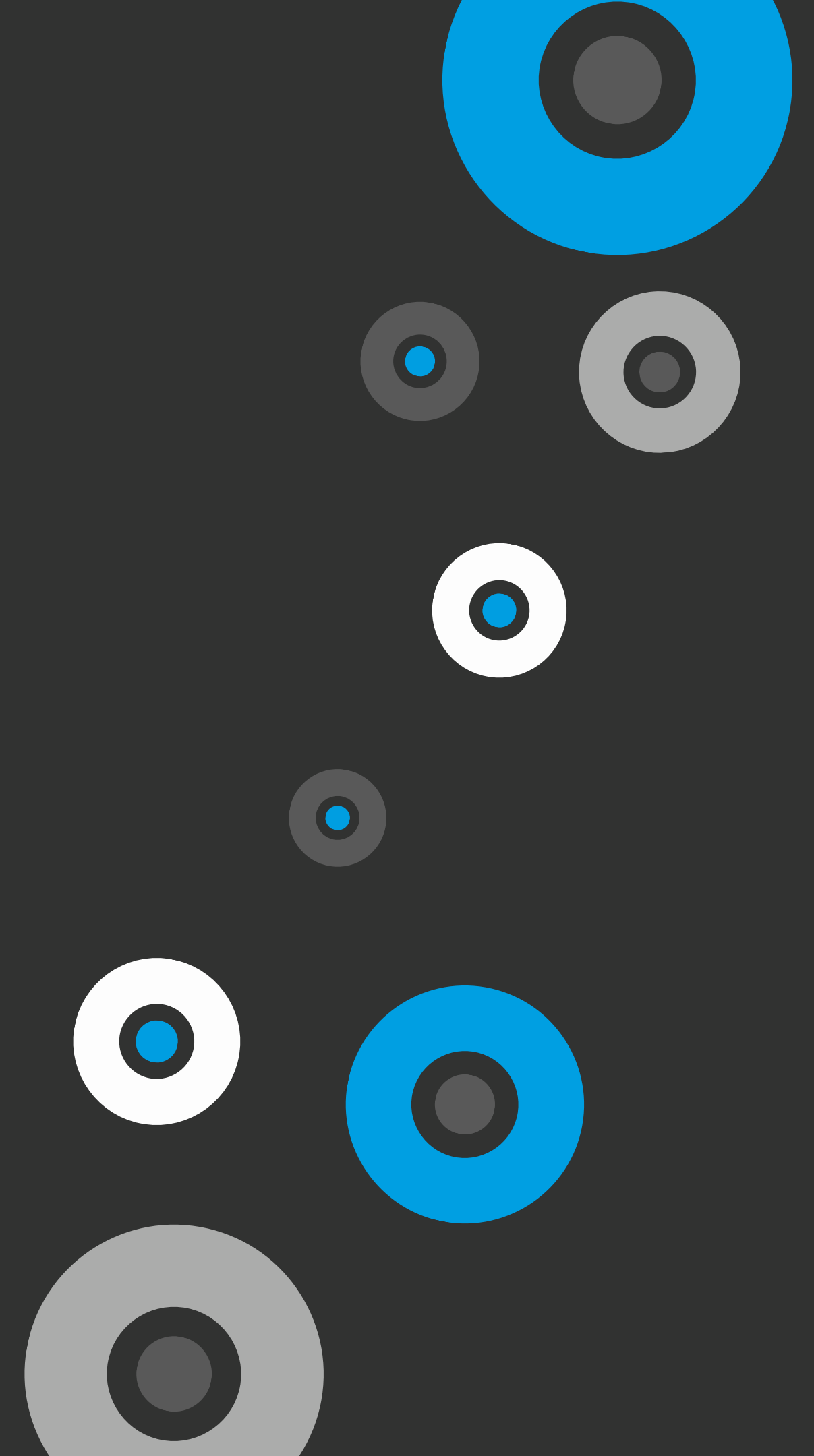
It has been an interesting couple of years for businesses, having to adapt to the demands of the times and the demands of consumers. As we look towards 2023, sustainability is once again the high priority for consumers and brands. We are excited by this and are assured by the innovation and development we see in our supply chain. There is so much to say here, but best to keep an eye on our insights for more information.

Another challenge after Covid has been the changes in working. Hybrid working, less face to face meetings, less chance to get your personality across – these are just some of the changes we are seeing across business. As we adapt to these new times, we are working hard to make the best of it. Looking forward to seeing what this year holds.

If you would like more information on anything within this report we welcome your feedback and comments.

**Best of luck for 2023**

Paul & the team at Thesourcer



# What have we been up to?



- A successful year supporting a return to events following Covid restrictions
- Educating customers on sustainability in supply
- Welcoming fantastic new customers aboard
- Another year working and innovating with our great customers
- New team members energising the business

# Our Birthday!

In August 2022 we celebrated our 22nd year in business.

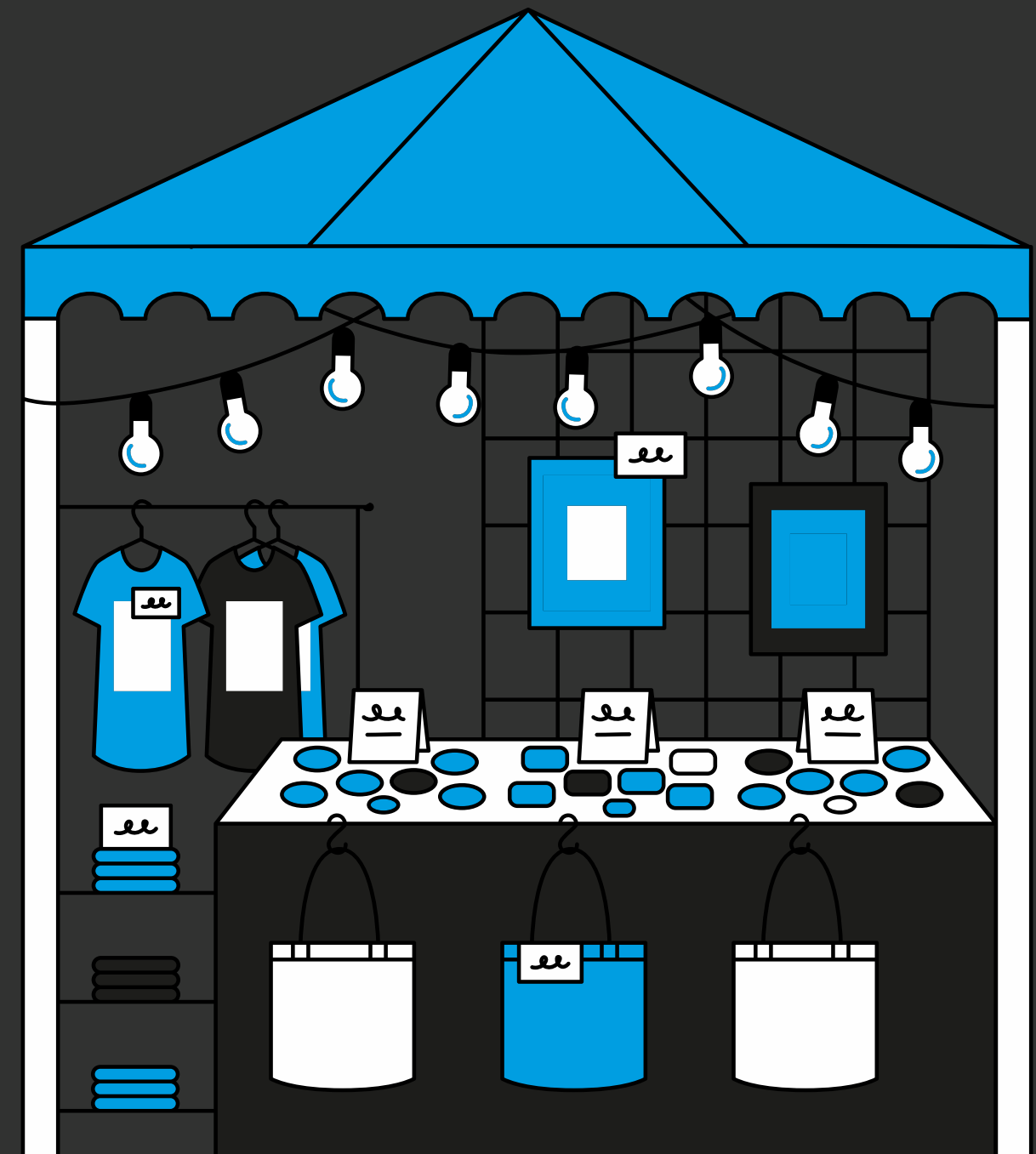
Something we are very proud of and will look forward to celebrating 23 years at the end of the year.



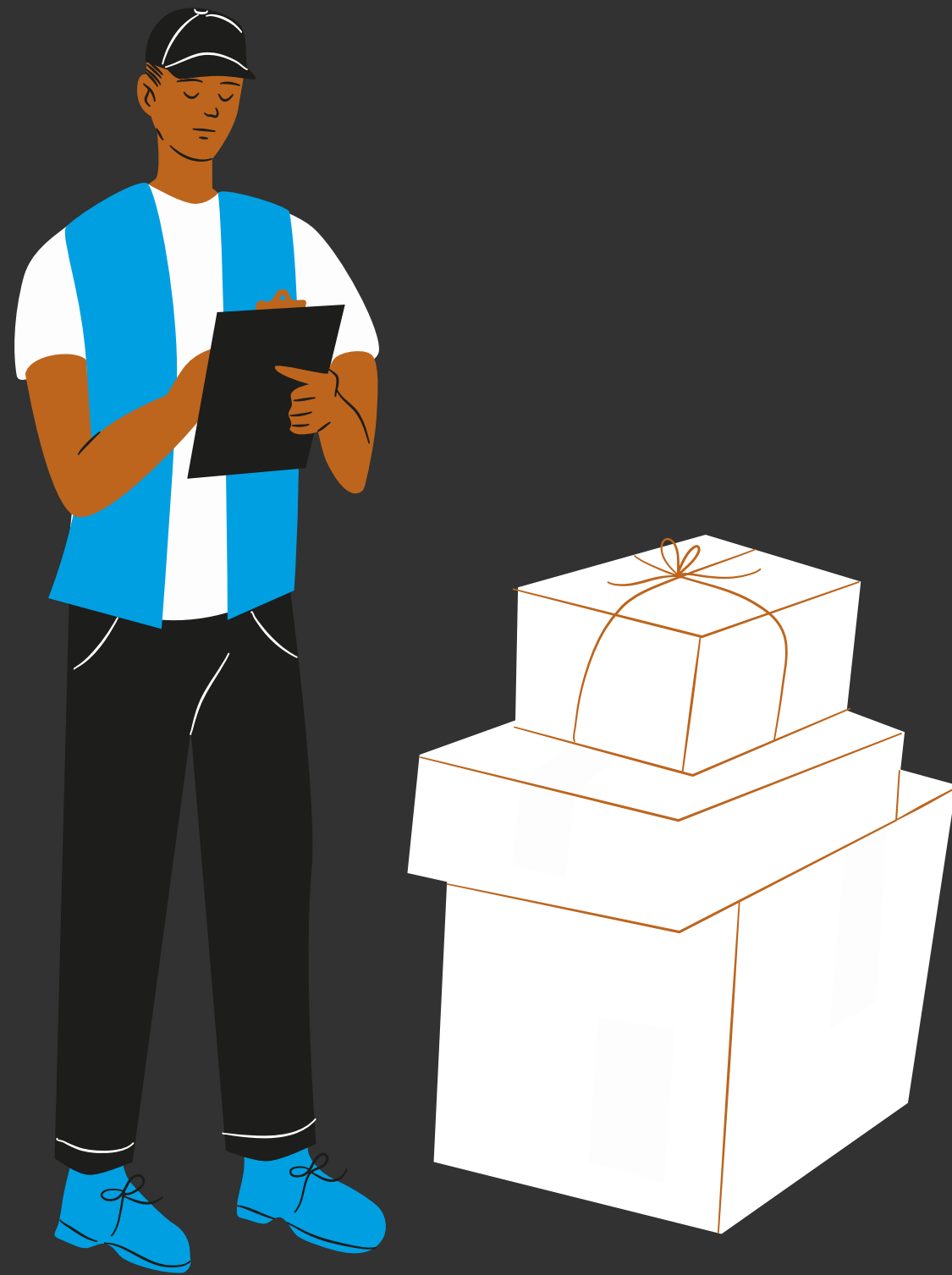
# How we work

## Merchandise & POSM

- Providing Sustainable Merchandise for a range of customers
- Sustainable POS materials for indoor advertising
- Outdoor materials – working to innovate best sustainable solutions

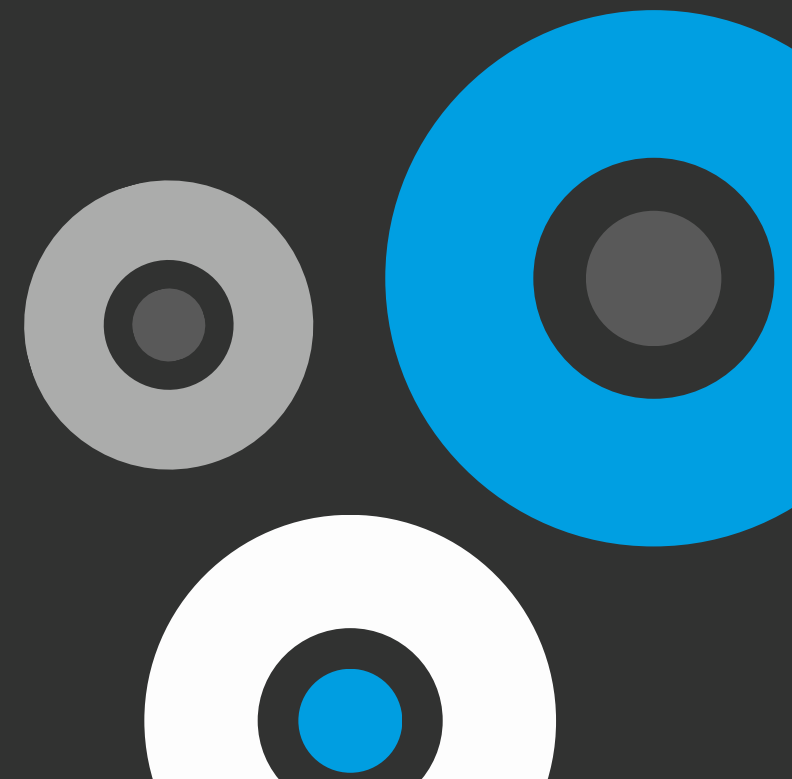


# How we work



## Logistics

- Providing sustainable packaging materials
- Choosing low carbon transport where possible





# How we work

## Marketing

- Providing digital, design and management solutions for Loyalty Schemes
- Plus design and management for ad hock customers



# Our values

## 1. Hardworking & Dedicated.

Just like our clients, delivering to maximum standards.

## 2. Trusted & Long Standing.

20+ years in business, still working with customers we made over 20 years ago.

## 3. Agile & Flexible.

Moving with the times and adapting to meet the demands of our customers.

## 4. Modern & Evolving.

Offering the latest solutions to today's problems.



# Our values



## 5. Personalised & Turnkey Service.

Tailored service for our customers, the answer is yes, what's the question?

## 6. Mapping & Delivering Solutions.

Robust network of trusted vetted partners, delivering a full service.

## 7. Environmentally Conscious.

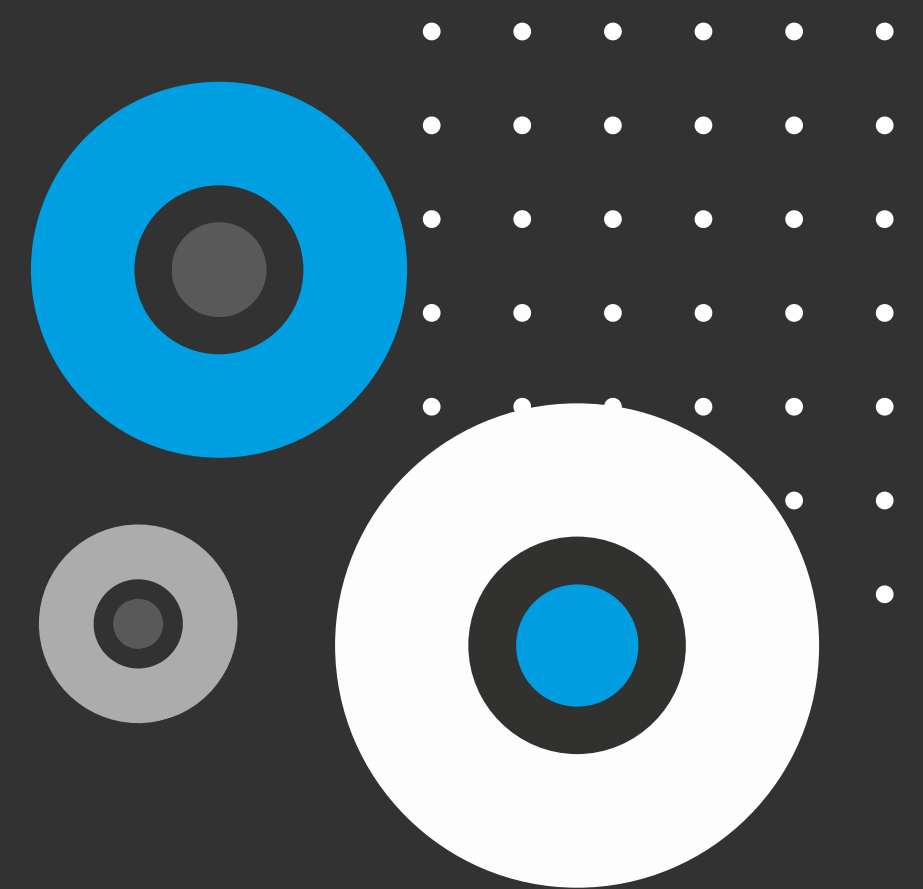
Continually looking at ways to improve and evolve our offering and impact.

# Promotional Products

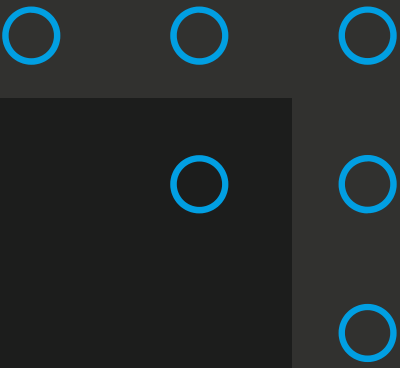
The evolution of the Promotional Merchandise industry has been easy to see in the last 10 years. As an industry, we deliver what the end users want to see and do our best to **reduce environmental impact**.

Single use plastics used to be a negative area in our industry, but there are new and innovative ways to protect products in delivery and avoid wastage. Plus, lots of great new recycled and recyclable materials available to help meet demands.

We feel we take our customers on this journey, working with the most innovative manufacturers to provide the options to make better choices for their activities.



# Product icons



**UK Made**

Product is manufactured from raw materials in the UK



**Recycled Materials**

Product is produced using premanufactured materials



**Water Saving**

Product saves water in production vs similar products



**Sustainable Materials**

Product is manufactured from natural materials



**Recyclable**

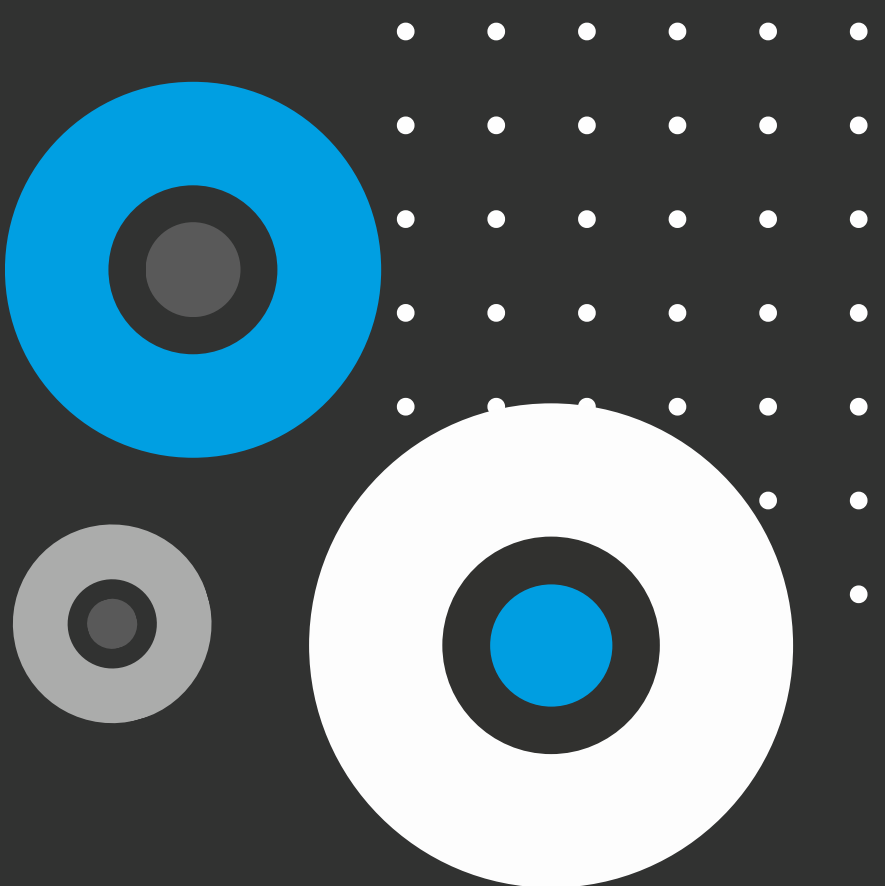
Product can be recycled once used by the recipient



**EU Made**

Product is manufactured in the EU from raw materials

# Accreditation & Targets



We hold **ISO9001 accreditation** for our quality control and business management systems.

For 2023 we workigng towards **B-Corp accreditation**. Following the initial assessment, we already meet the targets set out in their criteria and we hope to be a proud part of this movement by the end of 2023 / start of 2024.



Also working with our industry body the BPMA to join their **Step Forward Pledge** to commit to improving ESG Impact across the business.

# Business Impact

For 2023 we are working hard to formalise our environmental management in our office space, including ...

- Zero waste to landfill.
- Single use drinkware ban.
- Reducing energy usage.
- Reducing water usage.
- Plus more.

Details to follow in our 2024 report.





# Team Culture

We are very proud of our hardworking team.

- Based in North Bristol

Management team :

*Paul Norton – Managing Director*

*Jessie Morgan – Operational Director*

- Hybrid working
- Relaxed office environment

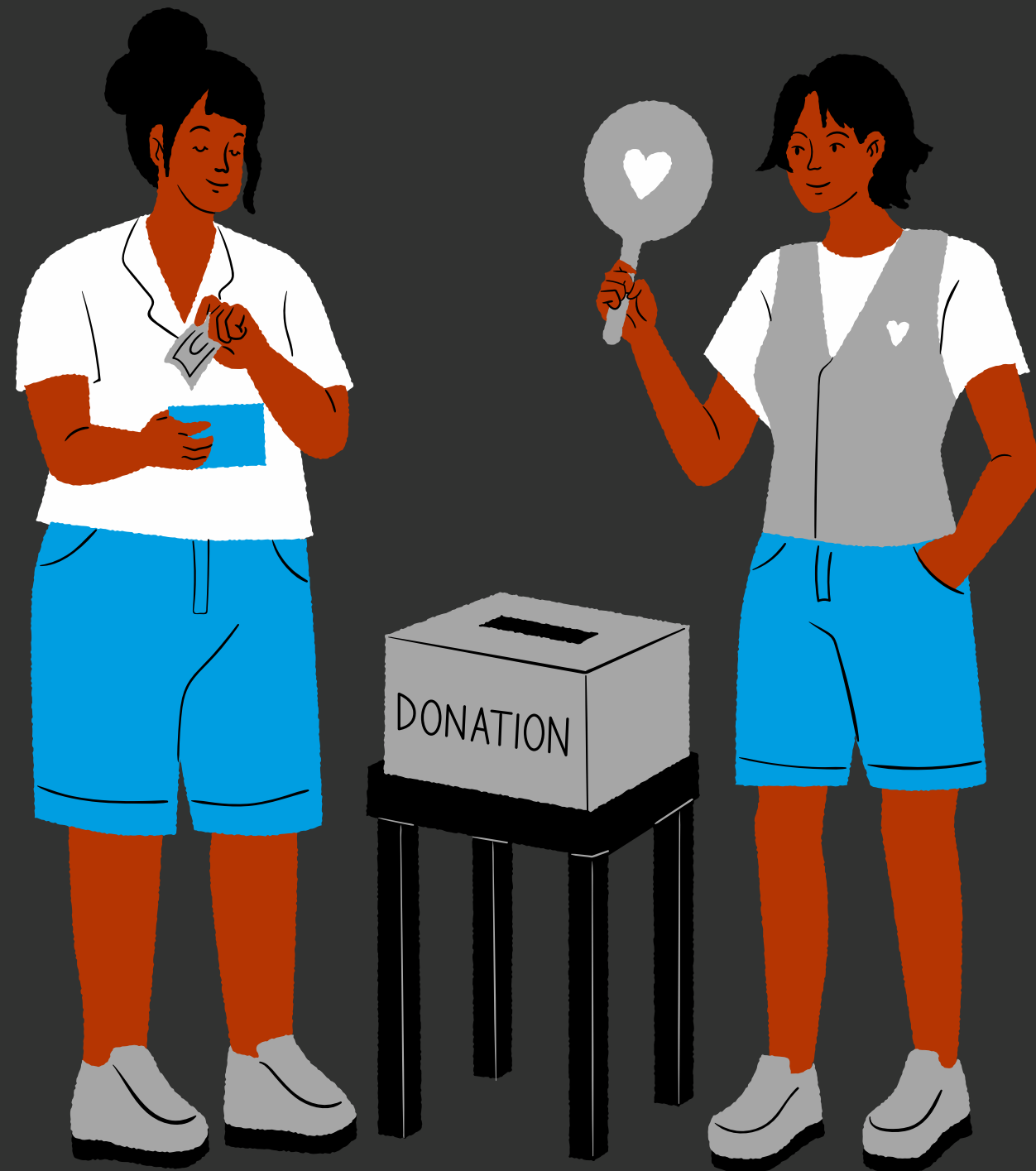
Staff benefits:

- Private Health insurance
- Snacks and fresh water on site
- Personal development plans for team
- Birthday holiday day
- Christmas Break
- And more





# Charity and Volunteering



In 2022 we were proud to support our local Children's Hospice and Food Bank charities. Providing them for free of charge marketing materials to help them deliver their fundraising and charity activities. We also support a national Mental Health charity and Industry Specific Family Support Charity in a similar way.

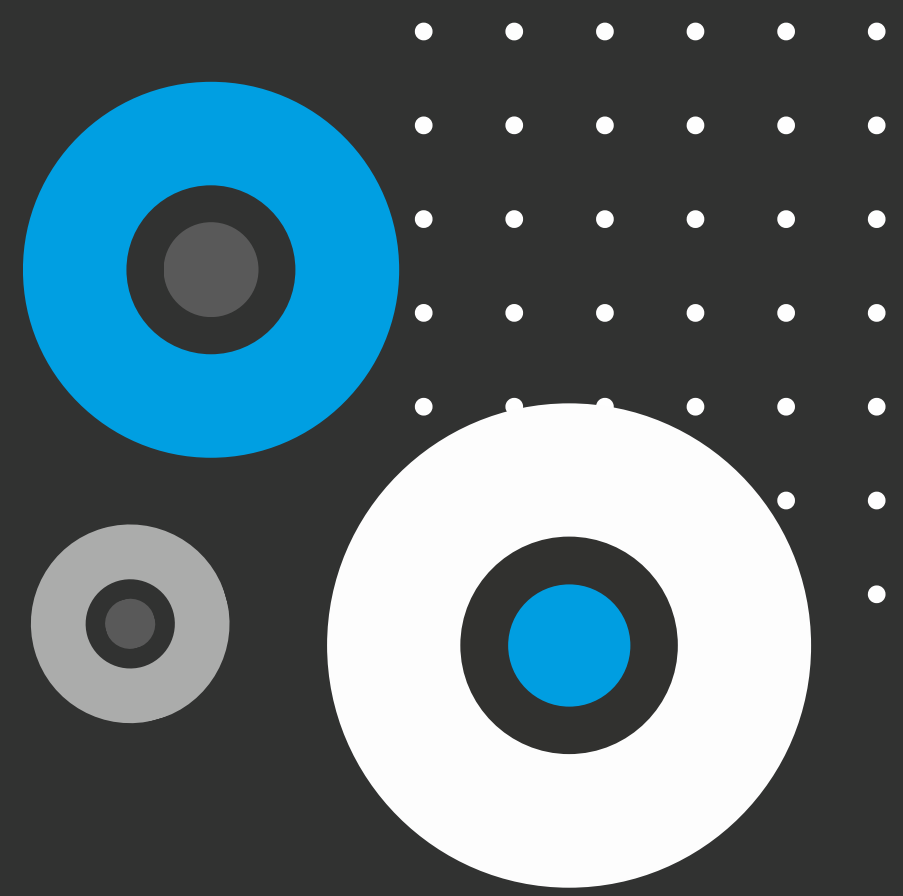
We felt that offering our time, wholesale supply chain and expertise was a better way of supporting these charities than just financial.

**We plan to continue to support these charities in 2023.**

# 2024 and Beyond

Our mission for this next year is to ensure we are doing all we can to reduce our impact, then build from there. We will set out more detailed targets early 2024 based on 2023 performance.

We look forward to updating you on our progress in the coming years



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