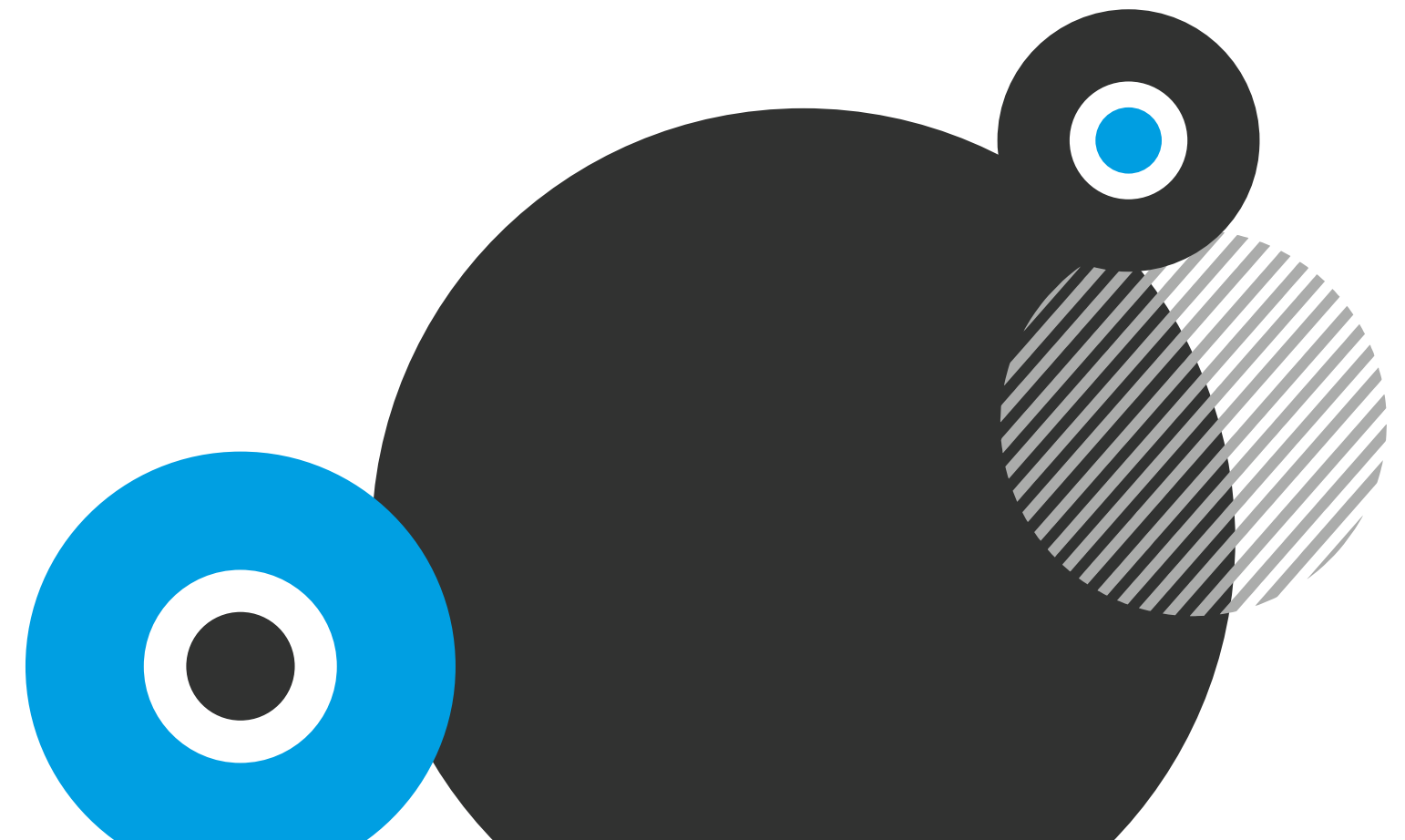


**ESG IMPACT  
REPORT  
2024/25**

# CONTENTS

<b>3</b>	WELCOME	<b>14</b>	ACCREDITATION & TARGETS
<b>5</b>	WHAT HAVE WE BEEN UP TO?	<b>15</b>	BUSINESS IMPACT
<b>7</b>	CARBON CONSCIOUS COLLECTION	<b>16</b>	TEAM CULTURE
<b>8</b>	HOW WE WORK	<b>17</b>	CHARITY AND VOLUNTEERING
<b>11</b>	OUR VALUES	<b>19</b>	2024 AND BEYOND
<b>12</b>	PROMOTIOAL PRODUCTS		



# Welcome

## Shaping Tomorrow Together

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

We also hope it inspires you with initiatives to implement with your own business.



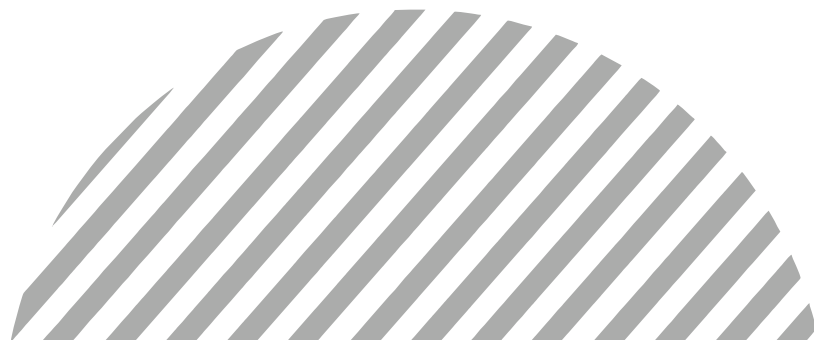


# Executive Summary

We are pleased to report on another fantastic year of innovation within the business.

Including policies to support charities, to initiatives to drive carbon reduction and offset promotions footprints.

4



## Innovation is hugely important to the success of what we do

We are continuing to make improvements to how we support customers in a changing landscape. It's about constantly moving forward and challenging ourselves and those we work with. Keeping ahead of rules and regulations and being positive about change.

## Celebrating 25 years in business

We are proud to still be working with some fantastic customers who started this journey with us. Much has changed in 25 years, and we look forward to reflecting on this in 2025.



Best of luck for 2025  
Paul & the team at Thesourcer

# The Past Year



Continuing to develop our Carbon Conscious Collection offering

Bringing fantastic new customers on board

We moved office end of 2024. A more modern space best suited for Hybrid working

We have fully digitised the business & reduced paper usage to near zero

5



# Celebrating 25 Years



## Save the Date

We look forward to celebrating our 25th Birthday on 18th August 2025.

## Moving with the times

We are proud of our ability to move with the times and stay relevant for our customers. This has allowed us to build long lasting relationships and ensure success.

thesourcer.com

the  
**Sourcer**  
the promotional marketing and sourcing experts

the  
**Sourcer**  
**.com**

The way the logo has changed goes towards showing how “modern” doesn’t last for long and innovation is **key**.

# CARBON CONSCIOUS COLLECTION

In 2024 we launched the Carbon Conscious Collection.  
Products that make an effort to be eco friendly in production and measure their lifecycle impact.

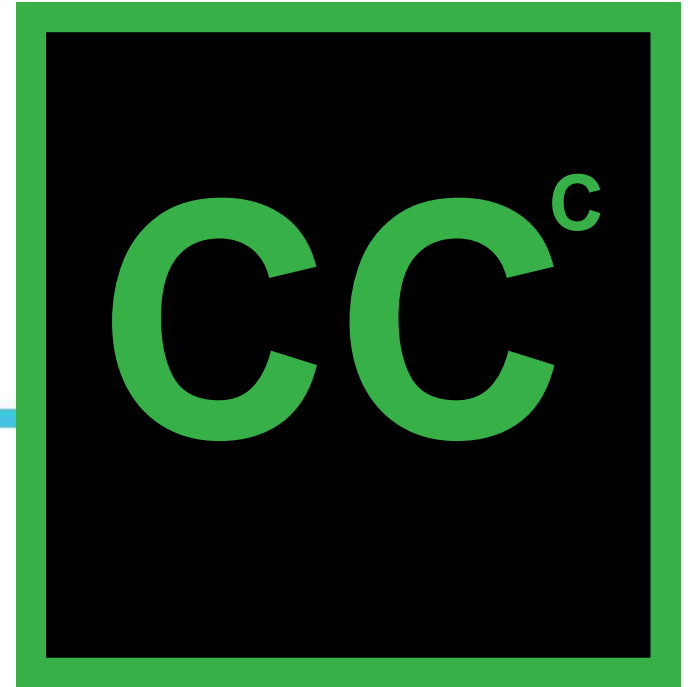
We are pleased to have helped some customers offset their promotions.

Also as part of our offering we have also funded

**10m<sup>2</sup>** of habitat restoration in the UK.

7

[www.carbonconsciouscollection.com](http://www.carbonconsciouscollection.com)





# Merchandise and POSM

## Sustainability

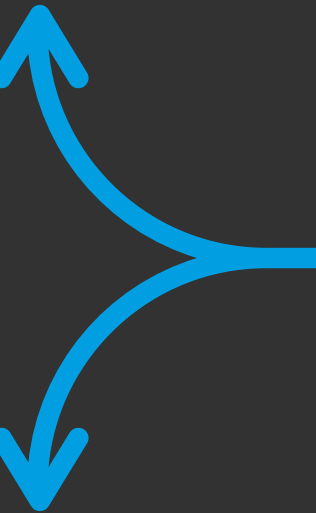
Providing Sustainable Merchandise for a range of customers.  
PLUS sustainable POS materials for indoor advertising

## Durability

Working to develop sustainable outdoor advertising in a range  
of durable yet sustainable materials



bpma  
**STEP  
FORWARD  
PLEDGE**  
2025



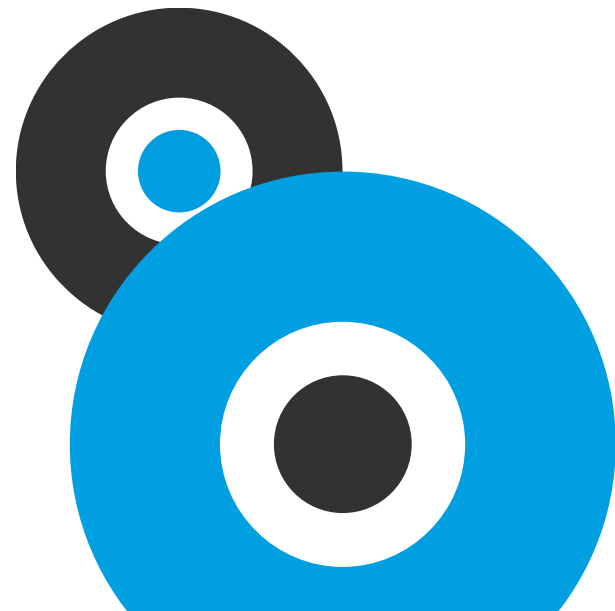
PROUD TO BE A  
**bpma**  
Distributor  
20 year member



# Logistics

## Doing our part

We are providing sustainable packaging materials that can be recycled with kerbside waste and choosing low carbon transport where possible



# Marketing

## Loyalty

Providing digital, design and management solutions for Loyalty Schemes

## Management

PLUS design and management for ad hock customers





# Our Values



## Hardworking & Dedicated

Just like our clients, delivering to maximum standards.

## Trusted and Longstanding

25 years in business, still working with customers we made over 25 years ago.

## Agile and Flexible

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

## Modern and Evolving

Offering the latest solutions to today's problems.

## Personalised Service

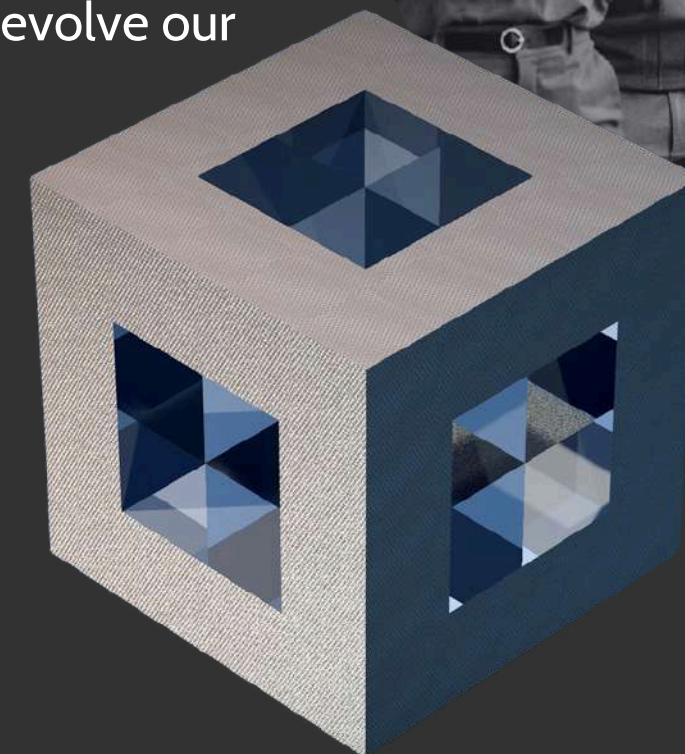
Tailored service for our customers, the answer is yes, what's the question?

## Mapping and Delivering Solutions

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

## Environmentally and Socially Concious

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





# Promotional Products

We are proud of the innovations in the Promotional Merchandise industry and the push to reduce environmental impact.

So many players are taking this head on and coming up with great products and solutions that we can offer to customers.

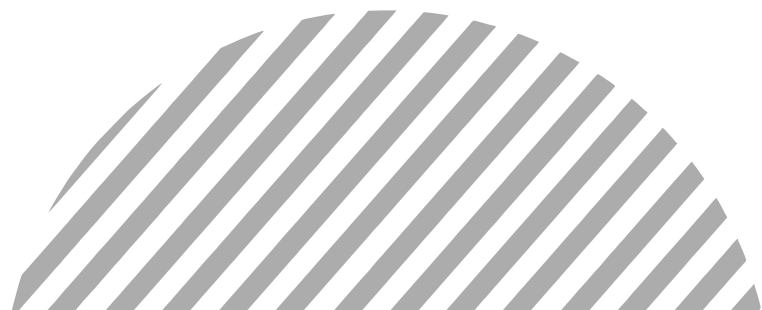


## Single Use Plastic

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

## Options

We steer customers to think about the products they are purchasing to ensure they are not wasted and are loved by their customers. We are continuing this with our CCC initiative and quote icons which we are developing this year.



# Product Icons



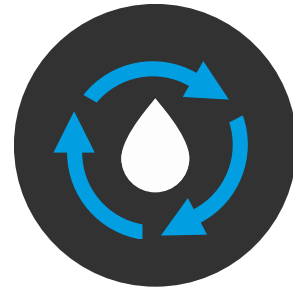
## UK Made

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

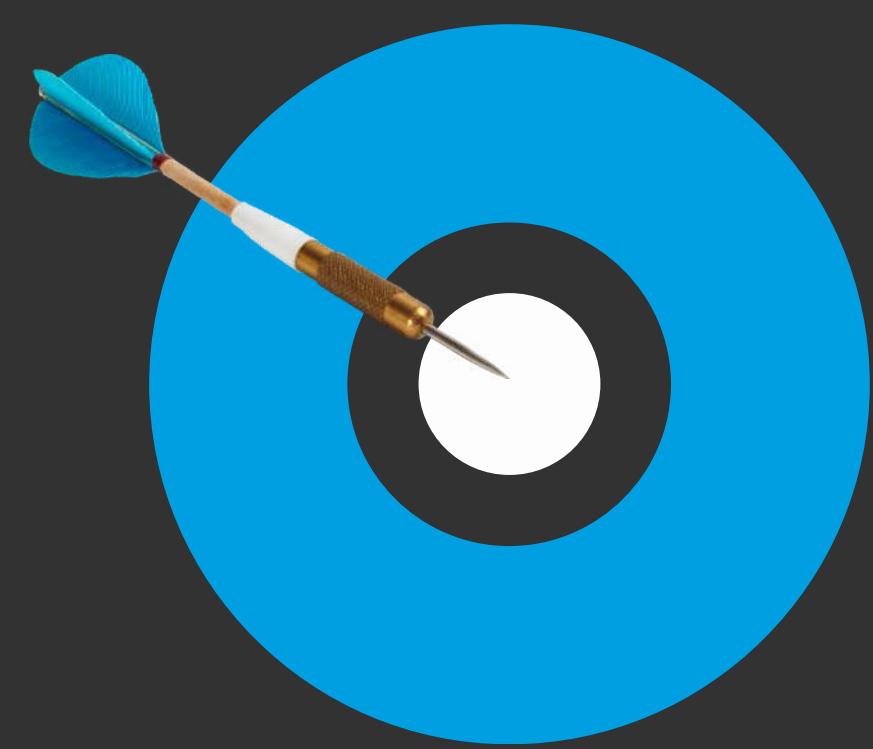
Marks products that can be offset



## Carbon Conscious Collection

Eco Conscious product where carbon can be offset  
[carbonconsciouscollection.com](https://carbonconsciouscollection.com)

# Accreditation and Targets



## ISO 9001

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



## Step Forward Pledge

We continue to support our industry boy the BPMA with their Step Forward Pledge to commit to improving ESG Impact across the business.





# Business Impact

For 2025 we are developing policies for our internal team to make improvements, including:

## Environmental

- Reducing paper usage to near zero
- Reducing waste to landfill.
- Single use drinkware and food packaging ban.
- Commitment to reducing energy usage.
- Commitment to reducing water usage.

## Charitable

- Formal support framework for our charity partners including time for staff to volunteer.





# Team Culture

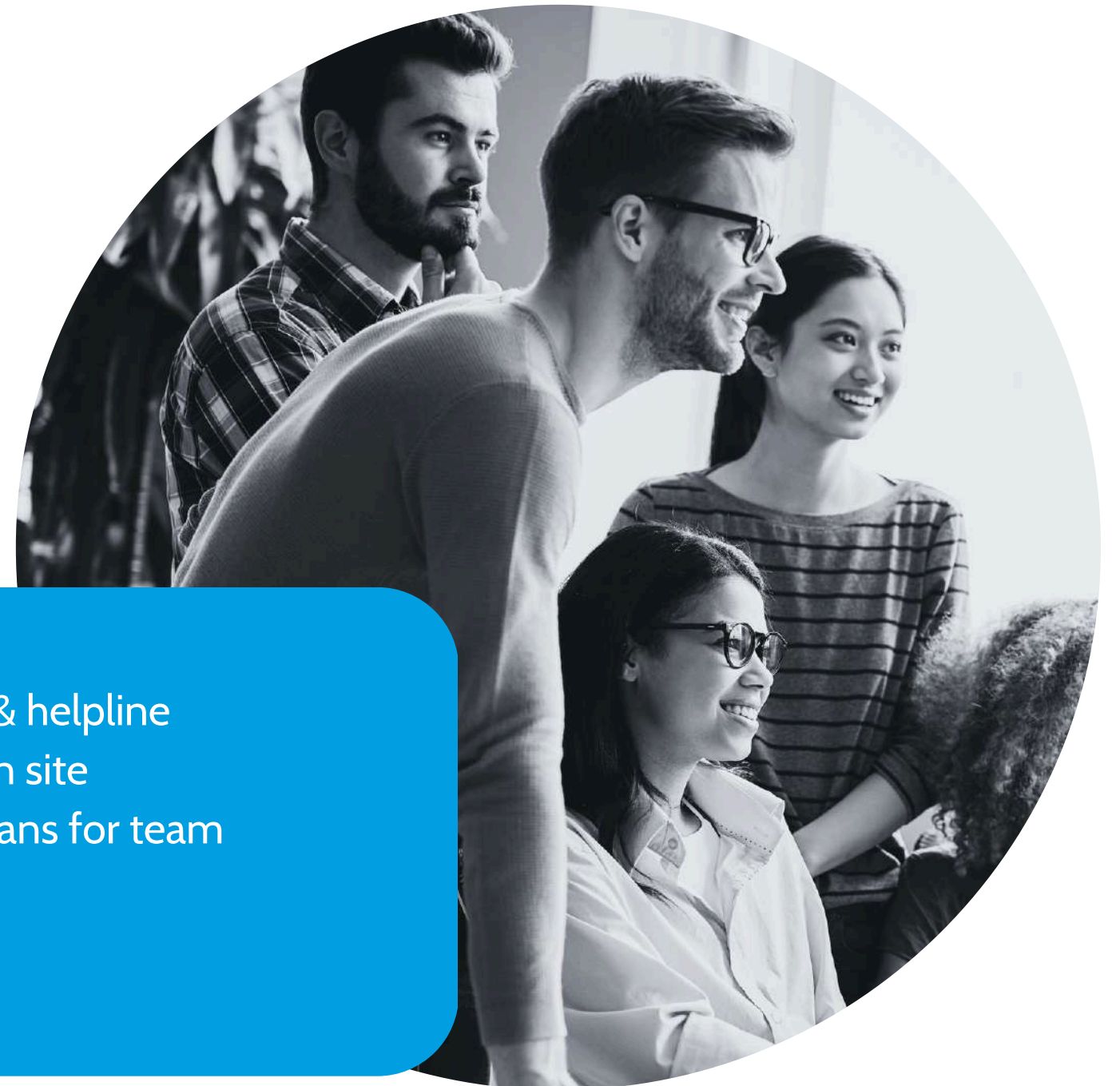
We are proud to be supporters of the Good Employment Charter, working hard to improve the working conditions of our staff and our business processes.

For 2025 we are looking to become full members, more to follow here.



## Staff benefits:

- Private Health insurance & helpline
- Snacks and fresh water on site
- Personal development plans for team
- Birthday holiday day
- Volunteering days
- And more



# Charity and Volunteering

In 2024 we were proud to continue our support for our local [Food Bank charity](#) a national [Mental Health charity](#) and [Industry Specific Family Support Charity](#). Providing them for free of charge marketing materials to help them deliver their fundraising and charity activities.



Bristol North West  
**Foodbank**  
Together with Trussell

We continued to use our wholesale supply chain and expertise to support these charities, providing them real value for our support.



# Charity Giving and Team

Our Charitable giving policy allows our team to take time out of work to be involved with charities that mean something to them.

## Charitable Giving Commitment

As a business we feel strongly that we should be proactive in supporting local charities in ways which we can afford financially and with our time. Below sets out our commitments to this for each financial year starting from August 2023.

We commit to supporting local charities.

Total value of support each year to vary dependant on needs & profitability.

We are committed to giving at least £1,000 physical support a year.

We are committed to spending at least 4 hours of time per member of staff to organise activity.



# 2025 and Beyond

## Our Mission

Ensure we continue to step forward, reduce our impact and educate customers.



## Our Focus

We are focussing on the Carbon Conscious Collection scheme we launched in 2024, spreading the message and pushing contacts to think about how they are buying physical goods.



the  
**source**cer™  
**.com**