



ESG Impact Report.

2025/2026



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Welcome.

Thank you for reading our latest impact report.

This year has been focused on progress, not just in what we do, but in how we measure and improve it. Across our business and supply chain, we have continued to evolve our approach to sustainability, transparency and long term impact.

Shaping Tomorrow Together.

Executive summary.

A key focus has been improving how we measure and communicate our ESG impact, making it clearer and more accessible for our customers. Read more in this document.

Driving growth through trust.



This year we have strengthened customer retention and consistently delivered high service levels. This has led to increased referrals and new client partnerships.

Giving more in 2025.



Our charitable giving policy has enabled more volunteering and increased investment in causes that matter to our team and communities.

**Best of luck for 2026!
Paul & the team at Thesourcer.**

The past year.



Progressed our **EcoVadis** accreditation and improvement plan



Achieved **Disability Confident Level 1** and **Real Living Wage Employer** status



Enhanced our digital presence and customer facing initiatives



Prepared for emerging regulations including EUDR

Celebrating 25 Years.

A celebration.

In August 2025, we celebrated **25 years** in business.

Moving with the times.

Our longevity comes from our ability to adapt, evolving with our customers, our industry and the challenges around us. Many of the relationships we built in our early years are still with us today, something we are incredibly proud of.



Merchandise and POSM.

Sustainability.

We provide [sustainable merchandise and POS solutions](#) across a wide range of sectors.

Durability

A focus on durability is central to our approach, as products that last longer reduce overall environmental impact.

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**STEP
FORWARD
PLEDGE**
2025

PROUD TO BE A
bpma
Distributor
20 year member

Logistics.

Doing our part.

We are working to reduce the environmental impact of our logistics operations. We offer recyclable packaging that can be processed through kerbside collection and prioritise lower carbon transport options where possible.

Improving how we measure logistics impact is a key focus for 2026 and beyond.

Marketing.

Campaign Delivery

Creative design from concept through to final artwork, aligned with brand and campaign objectives.

Loyalty

Strategy, design and management of loyalty schemes that are simple to run and effective in driving results.

Our values.

➤ **Hardworking and dedicated**

Just like our clients, delivering to maximum standards.

➤ **Trusted and longstanding**

Over 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 conscious**

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


Promotional products.

We are proud to see continued innovation across the promotional merchandise industry, with a growing focus on [reducing environmental impact](#).

Our supply chain is increasingly offering recycled and recyclable solutions to replace single use plastics. These include [paper sleeves](#), [paper wrapping](#) and [biodegradable alternatives](#).

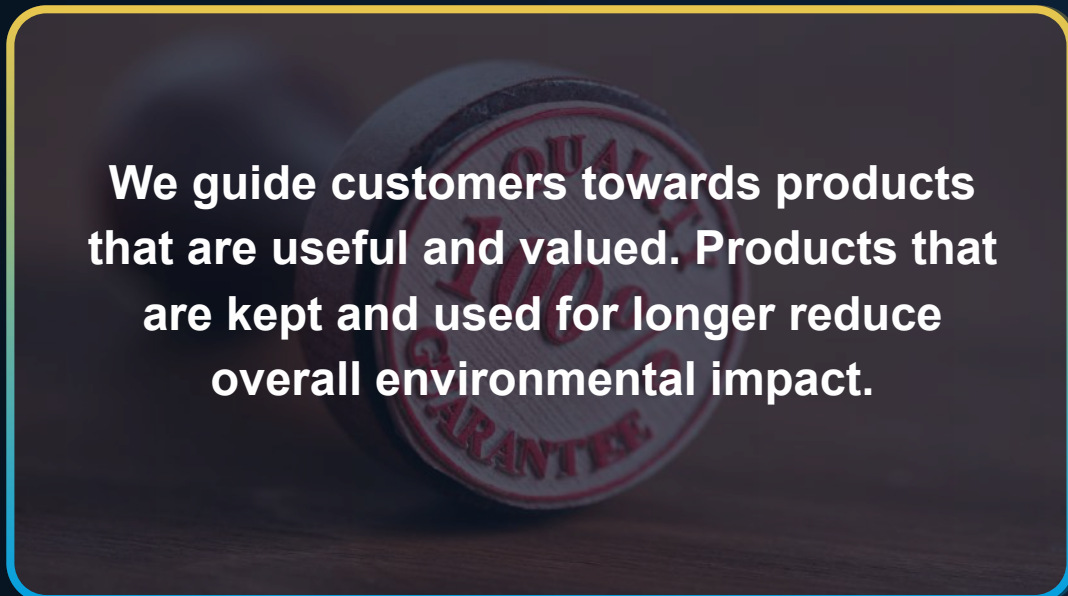
We now provide around **90%** of products with [improved packaging solutions](#), helping to significantly reduce waste for our customers.

Single use plastic.



We continue to work with our supply chain to reduce reliance on single use plastics and introduce more sustainable alternatives wherever possible.

Quality and longevity.



We guide customers towards products that are useful and valued. Products that are kept and used for longer reduce overall environmental impact.

Product icons.

Marks products that can be offset



Carbon Conscious Collection
Eco Conscious product where carbon can be offset
carbonconsciouscollection.com



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

Product icons.

Since introducing the product icons in 2023, we have used them to support customer **decision making** and promote more sustainable options.

While we do not currently track usage data, we believe this approach supports better product selection and strengthens trust with our customers.

We are exploring ways to measure and report on this in the future.





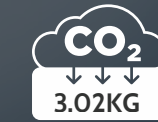
OUR CARBON CONSCIOUS COLLECTION

In 2024 we launched the Carbon Conscious Collection, focusing on products designed with reduced environmental impact.

These products consider lifecycle impact, including production, usage and end of life, with **carbon measurement** and **offsetting** included where possible.

We are refining this collection in 2026 and will report on progress in future updates.

1 Premium Carbon Conscious Products



Low CO2 & water-friendly merchandise.

2 Cradle to Grave Life Cycle Analysis



CO2 impact measurement for each product.

3 Carbon Credits Provided



Offsetting emissions with Gold Standard Verified Carbon Credits.

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 body the BPMA with our Step Forward Pledge. Committing to improving ESG Impact across the business.

More details on the following page.



Step forward pledge.

The Pledge has been designed to help BPMA members identify the challenges that exist and signpost on how they can overcome them, with continued support, guidance and resources.

We are assessed on 13 different commitments, laid out into three sections:

- Products
- People
- Planet

Under each commitment, the assessment we are asked to commit to the 'ask', followed by a series of responses to demonstrate any targets set and evidence for this.

A great initiative to start businesses on the journey or help them to focus on how to develop further. We intend to keep working with the BPMA team and commit to making positive changes.

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2025

EcoVadis.

What is EcoVadis?

The Value of Supply Chain Sustainability, environmental, social, and ethical performance – or Sustainability – is an essential factor for smart businesses today, and the supply chain is the biggest lever for impact.

Is it right for our business?

In a world of accreditation options, it's hard to find one that is recognised by our customers, but is valuable for us to focus on developing the business.

Following our first review with EcoVadis we have implemented many changes that have improved the business. We developed and our next submission resulted in **Bronze status**. We'll continue to work to improve this.

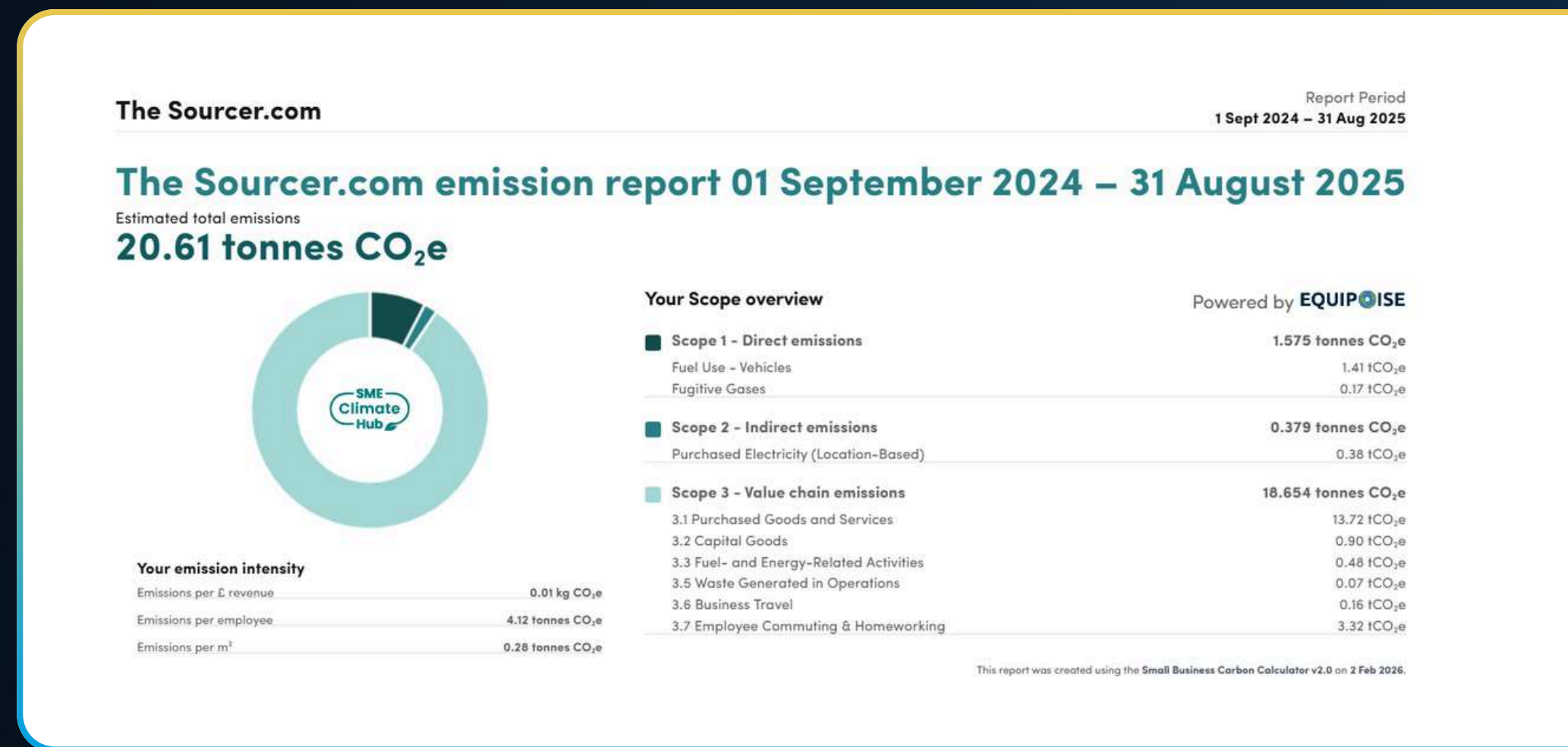


Business impact.

For 2026, following a full review of our policies and internal processes, we have developed new priorities and targets.

- Tracking and reporting emissions
- Tracking and reducing waste to landfill
- Digital declutter and sustainability.
- Continued commitment to reducing waste to landfill.
- Full policies review and update.

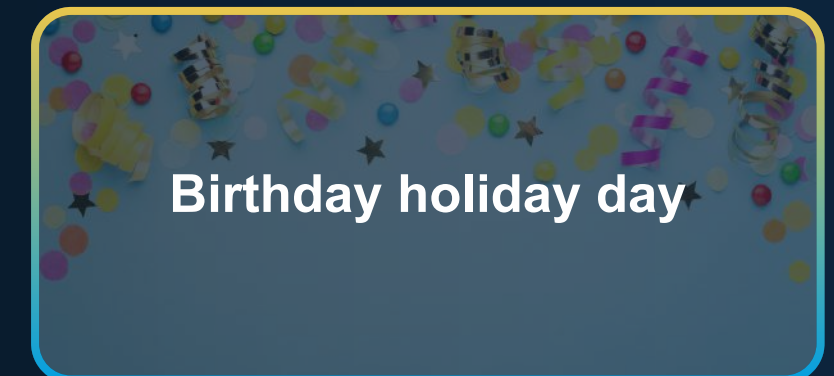
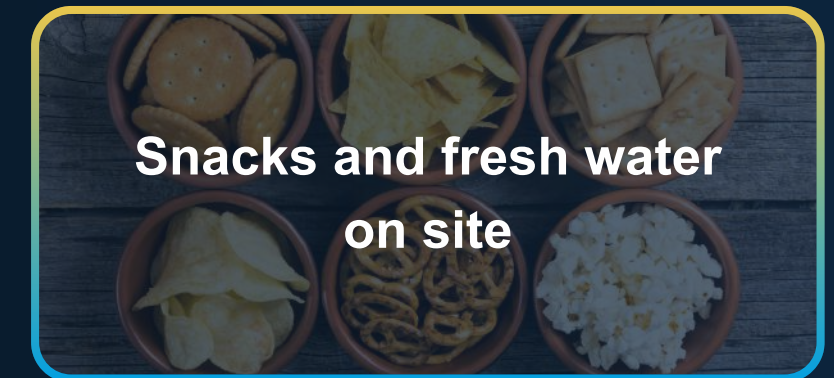
We look forward to reporting on the progress of these in the coming years.



Team culture.

We are proud supporters of the Good Employment Charter and are working towards full membership.

We continue to **invest in our team** through employee benefits, development opportunities and a supportive working environment.



Charity and volunteering.

In 2025 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 with free of charge marketing materials to help them deliver their fundraising and charity activities.



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

Plus attending volunteering days to see how the operation runs, giving our time to support their work.

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 dependent 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.

2027 and beyond.

Our mission.

We will continue to reduce our impact, improve transparency and support our customers in making better choices. With 2030 sustainability targets approaching, we are focused on staying ahead of future challenges.

Our focus.

We are refocusing on the Carbon Conscious Collection scheme we launched in 2024, Simplifying the message and pushing out to customers and targets.

We look forward to updating you on our progress.

Thank you.