

1 Introduction

Bluesource (“the Company”) is committed to responsible and sustainable business practices aligned with the **United Nations Global Compact (UNGC) 10 Principles**. This policy forms a core part of our Corporate and Social Responsibility (CSR) strategy and supports the commitments outlined in our Environmental Policy and other governance frameworks.

Our approach ensures we:

- Understand and minimise environmental and resource impacts across operations and supply chains.
- Integrate sustainability into the goods and services we provide.
- Support the well-being of our people, customers, partners, and communities.
- Consider our obligation to future generations

2 Alignment with the UNGC 10 Principles

Human Rights (Principles 1–2)

UNGC Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

UNGC Principle 2: Businesses should ensure they are not complicit in human rights abuses.

Bluesource commits to:

- Protecting the rights, dignity, and equality of all employees, clients, and partners.
- Conducting operations in ways that uphold the UN Guiding Principles on Business and Human Rights.
- Avoiding any form of complicity in human rights violations through our operations or business relationships.
- Supporting local communities, including our partnership with the Fredericks Foundation, which promotes financial inclusion and dignity.

Labour (Principles 3–6)

UNGC Principle 3: Uphold freedom of association and collective bargaining.

UNGC Principle 4: Eliminate all forms of forced and compulsory labour.

UNGC Principle 5: Abolish child labour.

UNGC Principle 6: Eliminate discrimination in respect of employment.

Bluesource ensures that:

- 🔘 All employees work freely, safely, and voluntarily, supported by our Health & Safety and HR policies.
- 🔘 We maintain a workplace free from discrimination, harassment, or bias.
- 🔘 Employment opportunities, progression, and training are based on merit and equal opportunity.
- 🔘 Suppliers and partners are encouraged to hold similar labour standards.
- 🔘 Hybrid and flexible working options promote employee well-being, inclusivity, and work–life balance.

Environment (Principles 7–9)

UNGC Principle 7: Businesses should support a precautionary approach to environmental challenges.

UNGC Principle 8: Undertake initiatives to promote environmental responsibility.

UNGC Principle 9: Encourage environmentally friendly technologies.

Bluesource is committed to environmental stewardship by:

- 🔘 Promoting and enacting our Environmental Policy.
- 🔘 Reducing carbon emissions where within our control.
- 🔘 Encouraging hybrid and remote work to reduce travel emissions.
- 🔘 Delivering remote services to help customers lower their footprint.
- 🔘 Promoting paper-free working through electronic storage and digital solutions.
- 🔘 Prioritising cloud/SaaS solutions to reduce hardware and energy consumption.
- 🔘 Using 100% renewable electricity.
- 🔘 Supporting “zero to landfill” waste handling and responsible recycling.
- 🔘 Assessing lifecycle environmental impacts in business decisions.
- 🔘 Procuring FSC-certified timber and eco-certified or fair-trade supplies.
- 🔘 Collaborating with local suppliers and promoting a circular economy.
- 🔘 Investing in energy-efficient office equipment.
- 🔘 Encouraging use of public transport and reducing business travel through digital collaboration tools.

Anti-Corruption (Principle 10)

UNGC Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Bluesource maintains:

- 🔘 Zero tolerance for bribery, fraud, extortion, or any unethical conduct.
- 🔘 Transparent procurement processes and decision-making.
- 🔘 Ethical and responsible supplier engagement, even when specific vendors are required due to technical or service requirements.
- 🔘 Reporting procedures for suspected misconduct, improper behaviour, or breaches of this policy.

3 Sustainability Strategy – Practical Steps

To implement its UNGC-aligned principles, Bluesource will:

- 🔘 Nominate sustainability leads responsible for guidance on sustainability and environmental matters/issues.
- 🔘 Promote paper free working and minimising office consumables and ensure recycling using responsible partners.
- 🔘 Prioritise energy-efficient technologies and digital-first approaches, such as utilising cloud and SaaS technologies, to reduce unnecessary hardware and energy consumption.
- 🔘 Promote collaborative working spaces to reduce duplication and unnecessary travel.
- 🔘 Engage customers and partners in sustainability initiatives, such as promoting the use of our office space for meetings, so that they can utilize the space for their own purposes, reducing travel and sharing resources.
- 🔘 Prioritise suppliers who demonstrate responsible environmental and social practices where possible.
- 🔘 Integrate sustainability concepts and opportunities into our everyday business decisions.
- 🔘 Make key suppliers aware of our Sustainability Policy and encouraging them to adopt sustainable management practices.
- 🔘 Ensure all staff to be aware of our Sustainability Policy and embrace its principles
- 🔘 Report our sustainability initiatives, where possible, such as the use of EcoVadis as a platform to report and evaluate our sustainability efforts against others.
- 🔘 Continue to regularly review this policy, ensuring it continues to be in line with current best practice applicable to the type of business and its deliverables.

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.

Customers

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

People

People are at the core of everything the Company does and 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 support these requirements.

5 Social Value

Bluesource is committed to generating positive impact in the communities where we operate, including support for 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.

6 Responsibilities

All employees are responsible for:

- Working in accordance with this policy.
- Challenging behaviour that undermines sustainability or ethical standards.
- Reporting breaches or concerns to their line manager.

7 Sustainability Reporting

While current sustainability metrics are evolving, Bluesource is committed to improving data collection and reporting as our operations grow. Though some suppliers must be used due to technical constraints, sustainability considerations remain a factor in decision-making wherever possible.

8 Review

This policy will be reviewed annually to ensure continued alignment with:

- UN Global Compact principles
- Current legislation
- Best practices in sustainability and responsible business conduct

9 Sign Off

For Bluesource	
Name	Nick Jagers
Position	Head of Operations
Signature	
Date	23 February 2026

10 Revision History

Revision Date	Reviser	Description of Revision
25/03/2024	Nick Jagers	Policy created and published.
25/03/2025	Nick Jagers	Reviewed. No changes needed.
23/02/2026	Nick Jagers	Policy rewritten and aligned with the UNGC's 10 principles.