

Sustainability Policy

Consortial as a business are focused on the delivery of services and solutions that enhance our customers experience and we see that as including their expectations for dealing with an organisation who has defined their sustainability and ethical stance and credentials.

Our approach to sustainability is not restricted to looking at our environmental planning and performance but how we can continue to deliver services in a changing world in a manner which is both sustainable and ethical in how we plan and manage both our physical impacts and those that relate to human and social factors.

Integration of our planning, intentions and actions for managing our business in a sustainable manner means we can work from a single source of truth that defines our approach and encapsulates our actions and stance into a single statement.

Our focus is therefore on the 4 main pillars of sustainability:

Human sustainability – *aiming to maintain human capital within our global society through the absence of slavery in any form from our business activities and those within our value chain and verification of their stance to their own supply chains*

Social Sustainability – *aiming to ensure social quality is maintained and improved through our actions and the mutual elements of economic, society and ecological defining our ethical stance and direction and our need to work in an inclusive of non-discriminatory manner*

Environmental Sustainability – *aiming to improve our collective human welfare through the protection and preservation of our natural capital through positive planning, supply chain engagement and nature of our products to minimize our overall and their specific impact on our environment*

Economic Sustainability – *aiming to improve the standard of living of those affected by our business including staff and the extended staff associated with our value chain meaning the absence of slavery and taking ethical decisions on how we select and engage our suppliers and support our staff*

Integration of Business Planning

Combining our approach means we take a cohesive approach to planning and business decisions in full consideration of each sustainability aspect. Building on our existing certifications for ISO9001 Quality Management and ISO14001 Environmental Management we have set a range of key business objectives that align with best practice and our own Sustainability goals and intentions.

To aid navigation we have broken our policy statement into specific sections addressing the key factors we see as being inclusive with our Sustainability intentions.

Modern Slavery

Consortial are committed to operating in a fair, responsible and ethical manner with respect to fundamental human rights. While the countries, regions and industry sectors which we operate within do not present any particular risk associated with modern slavery, we recognise that slavery, servitude, forced and compulsory labour, and human trafficking (referred to as “Modern Slavery”) are serious crimes and global human rights issues, and we take seriously our responsibility to comply with the Act and to assist in preventing and combating Modern Slavery.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Verify through our supplier approval and assessment mechanisms the status of supplier slavery actions;
- Monitor potential risks in our supply chains; and
- Protect whistleblowers.

Equal Opportunities & Inclusivity

Consortial are committed to the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those having physical or intellectual disabilities or belonging to other minority groups.

Our Equal Opportunities planning and operational controls are baked into our business culture and formal mechanisms of engagement with staff, policy set and approach to doing business. We do not tolerate exclusion and to this end we ensure we consistently maintain compliance with the Equality Act 2010 within the UK and seek to promote our stance within our value chain.

Ethical Sourcing

The integration of our intentions and statement supports the need to ensure that the products we procure, produce and supply are sourced in a responsible manner and that the workers involved in their creation work within a safe and fair environment free from the risk of slavery and discrimination.

We work with industry bodies such as the LIAQA and apply our own criteria to assessing our supply chain to ensure that we can make a fair judgement on the ethical performance of our supply chain members to minimise the risk of engagement and undertaking business with service providers who may not share our ethical perspective and expectations.

We firmly believe that Ethical Sourcing, Equal Opportunities & Inclusivity and a proactive stance to Slavery in all forms occupies the same space and therefore a joined up approach is the only pragmatic approach to be taken to ensure a cohesive position and ability to verify the extent of our actions.

Carbon Reduction our journey towards Net Zero

A major component of our sustainability intention and statement is our work to achieve a NetZero future for our business and support our customers in their carbon reduction and NetZero journeys.

We have maintained certification to ISO14001 for the proactive management against defined objectives of our Environmental performance. A core component of our planning for Environmental management is our determination and assessment of the relationship between our operational aspects and their direct environmental impacts.

Our approach has been subject to continual review and improvement to the point where we can identify and define both Negative and Positive environmental significance. By making this distinction we have been able to subject our activities to operationally specific assessment and consider the optimisation of our planning and actual environmental performance associated with our Scope 1, 2 & 3 impacts.

Milestones achieved in our own journey include the following:

- **100% renewable energy supply** for our UK operations avoiding the use of fossil fuels
- Verified **Carbon Free outward-bound logistics** to our customers meaning NetZero distribution
- Verified **15 A Energy rating** for our business premises
- Monitoring and measurement of **incoming sea lane logistics** enabling unit specific carbon impacts to be measured
- **Repurposing of our incoming packaging** to prevent consumption of packaging materials
- Installation of use of **low emission, high efficiency intelligent lighting solutions** throughout our premises
- Quality controls for product production for the **avoidance of waste** from our internal unit assembly

Our NetZero journey has commenced with strong performance in the reduction of our Scope 1, 2 & 3 impacts and will influence further improvement actions as we work towards a fully NetZero carbon future for Consortial.



Oliver Bubb
Managing Director – Consortial Limited
December 2022