

 HEALTH & SAFETY POLICIES & PROCEDURES		Policy No.:	HSP50
		Issue No.:	1
Title:	Environmental and Sustainability Policy	Date:	20/03/2025

Cables Direct recognize our responsibility to manage our operations in an environmentally sustainable manner. As an import and distribution company, we are committed to reducing our environmental footprint and contributing to a sustainable future.

Our Commitments

1. **Energy Efficiency**
 - Optimize energy consumption across all warehousing and office facilities by using energy-efficient lighting, heating, ventilation, and cooling systems.
 - Explore renewable energy sources, such as solar panels, where feasible.
2. **Waste Management**
 - Implement a comprehensive waste reduction strategy, prioritizing recycling and the use of reusable packaging materials.
 - Minimize landfill contributions by partnering with certified waste management organizations.
 - Monitor our waste management including Plastic in Packaging requirements.
3. **Sustainable Sourcing**
 - Work closely with suppliers to ensure imported goods align with ethical and sustainable practices.
 - Prioritize suppliers who demonstrate a commitment to reducing their carbon footprint.
4. **Carbon Emissions Reduction**
 - Monitor and minimize carbon emissions by optimizing logistics operations, including route planning and transportation efficiency in conjunction with our logistics contractors.
5. **Employee and Stakeholder Engagement**
 - Raise awareness among employees, partners, and clients about sustainability practices and encourage collective action.
 - Provide training on environmental management and sustainability principles.
6. **Continuous Improvement**
 - Regularly review and assess our environmental impact, updating policies and procedures to reflect best practices and technological advancements.
 - Set measurable targets and report on progress to ensure transparency and accountability.

Compliance and Standards

We adhere to all relevant UK and international environmental legislation, including waste management regulations, energy efficiency requirements, and emissions targets.

Through these commitments, Cables Direct aims to minimize our environmental impact while supporting the global transition toward sustainable business practices.

Where practical Cables Direct will adopt:

Eco-Friendly Packaging Materials

- Source packaging made from recycled materials or biodegradable alternatives such as corrugated cardboard, moulded pulp, or compostable plastics.
- Partner with suppliers who offer reusable crates or pallets.

Certified Sustainable Products

- Source products that carry certifications like Fairtrade, Forest Stewardship Council (FSC), Rainforest Alliance, or Cradle-to-Cradle, ensuring responsible sourcing and ethical labour practices in line with our Ethical Trading Policy HSP37.

Local or Regional Suppliers

- Prioritize suppliers located closer to your warehouses to reduce the carbon footprint associated with transportation.
- Support local businesses to foster economic sustainability within your community.

Green Supply Chains

- Work with suppliers that have established sustainability initiatives, such as reducing emissions, using renewable energy, or managing water resources responsibly
- If importing raw materials (e.g., timber, textiles), ensure they are sustainably harvested and not contributing to deforestation or habitat destruction.

Reuse and Refurbishment

- Source refurbished or remanufactured products where quality standards allow.
- Incorporate a take-back program where suppliers or customers return used packaging or materials for reuse.
- Collaborate with suppliers experimenting with new sustainable technologies, like plant-based plastics, algae-derived materials, or carbon-negative products.

Supplier Audits

- Conduct regular audits to ensure supplier practices align Cables Direct environmental and ethical standards.
- Include sustainability as a criterion in supplier selection processes.
- These practices not only help the environment but also strengthen our reputation as a socially responsible business.
- Fairtrade and FSC certifications are designed to promote ethical and sustainable practices in their respective industries. For instance:

Fairtrade Certification

- Focuses on ensuring fair prices, decent working conditions, and sustainable production for farmers and workers, particularly in developing countries.
- Includes social, economic, and environmental standards, such as prohibiting child labour, reducing agrochemical use, and promoting biodiversity.

Which falls in line with Cables Direct policies for Ethical Trading HSP37, Modern Slavery HSP42, Corporate and Social Responsibility HSP46 and Social Values HSP46.

Within Cables Direct we will plan to put these principles into action by:

- Ensuring that sustainability is at the forefront of our minds when making business decisions.
- Mandating the inclusion of environmental and social issues into our business model.
- Walk, cycle and/or use public transport to attend work, meetings, site visits etc., apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.
- Ensure that all employees are aware of the Sustainability & Environmental Policy and are committed to implementing it.
- Cables Direct will consider using the full costs of more sustainable forms of transport in our financial proposals, rather than only the least cost option.
- Commitment, via this policy, to the protection of the environment, including the prevention of pollution and other specific commitments relevant to the context of our organization
- Minimize our use of paper and other office consumables, for example by double-siding all paper used, and identifying opportunities to reduce waste.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment

Issue No.	1	Compiled By	I Chapman
Date	20/03/2025	Approved By	<i>Tcherina Gregory</i>

Reviewed on:	Reviewed by	Next review due	Comments