



evo evolution.

**Charter for
Corporate & Social
Responsibility**
2022 and beyond



Why does it matter?

Our CSR and Social Value Manager, **Julie Hadley**, outlines the reasons:

The 2020s have not had the 'roaring' start that our ancestors may have enjoyed last century. Socially, economically and environmentally the world has seen challenges arising from Covid19 that we could never have anticipated, leaving no person unaffected in some way. This is why we consider it important and timely to clearly define our approach to Corporate Social Responsibility and Social Value, building on lessons learned, and planning for a brighter and more sustainable future.

As the brawn and brain behind your logistics, distribution and procurement, we are part of a huge web of relationships with people up and down the supply chain, within our own companies and our communities. Our aim is to make those relationships positive by working with suppliers, colleagues and customers who have high standards and share our values. We are committed to working in a way that ensures we achieve a far reaching social, economic and environmental impact, sharing our successes and the inevitable challenges along the way.

The **evo** Evolution CSR Charter sets out some basic principles of how we will conduct business in an open, honest and transparent manner, along

with behaviours and practices we expect of our suppliers and customers within the context of our four pillars of Corporate Social Responsibility. With collaboration, we intend to enhance our practices and build a business with relationships to be proud of, guided by good governance. We are aware that for some this will be an educational process but we are convinced that working this way will create better outcomes.

In developing this charter, we have considered our stakeholders and multi-channel customers, along with applicable legislation. We make specific links to the principles of the UK Government Social Value Act and the United Nations Sustainable Development Goals.

“ We are committed to working in a way that ensures we achieve a positive and far reaching social, economic and environmental impact, sharing our successes and the inevitable challenges along the way. ”

SUSTAINABLE
DEVELOPMENT
GOALS

Our Business

“ We offer the expertise and infrastructure to deliver their requirements in one order, one delivery and one invoice. ”

£50
million+
stock holding

350
fleet vehicles

16.5m
parcels per year



100,000
product lines

830,000 sq ft
warehousing

At evo we power big brands to connect with their customers through our integrated sales, marketing, distribution and procurement platform.

We source, consolidate and deliver the daily essentials that allow our customers to focus on their core business. We offer the expertise and infrastructure to deliver their requirements in one order, one delivery and one invoice. Customers trust us to provide real business benefits that have a positive impact on their environment and communities. We take a close collaborative approach, combined with an industry-leading logistical capability, which enables us to reduce costs, minimise environmental impact, increase social value and offer an excellent customer experience.

Our CSR Purpose

“working in a trustworthy and responsible way and staying in line with evolving legislation”

Our purpose is to go beyond the norm to create **better outcomes**

> looking ahead with purpose, **to provide creative solutions** to the challenges we face as a business and a wider community

> **going above and beyond** for our customers and suppliers, working in a trustworthy and responsible way and staying in line with evolving legislation

> **considering the environment** in our decision making to ensure reduced impacts

> providing those less fortunate than ourselves with **access to opportunities** they may not otherwise have

> collaborating with strategic partners to ensure our decisions are well-informed and **deliver our targets**

> ensuring integrity of supply chain through **responsible procurement processes**

Our CSR Pillars

The four pillars into which **evo** have structured their CSR approach are:



Our Environment



Our Community



Our Supply Chain



Our People

Activities related to each of these pillars is supported by **our values, good governance, compliance and regular Board Level reviews.**

Our Values support **evo** CSR



Collaborative



Passionate



Responsible



Accountable



Focused & Flexible



Innovative



Our Environment

evo has environmental sustainability at the heart of our decision making.

The planet needs urgent care and recognition of this fact has never been higher on the agenda. To achieve long-lasting change we are working collaboratively across our companies operations, employees, supply chain and customers, challenging everyone to make a stand to protect our natural environment for the security of future generations.



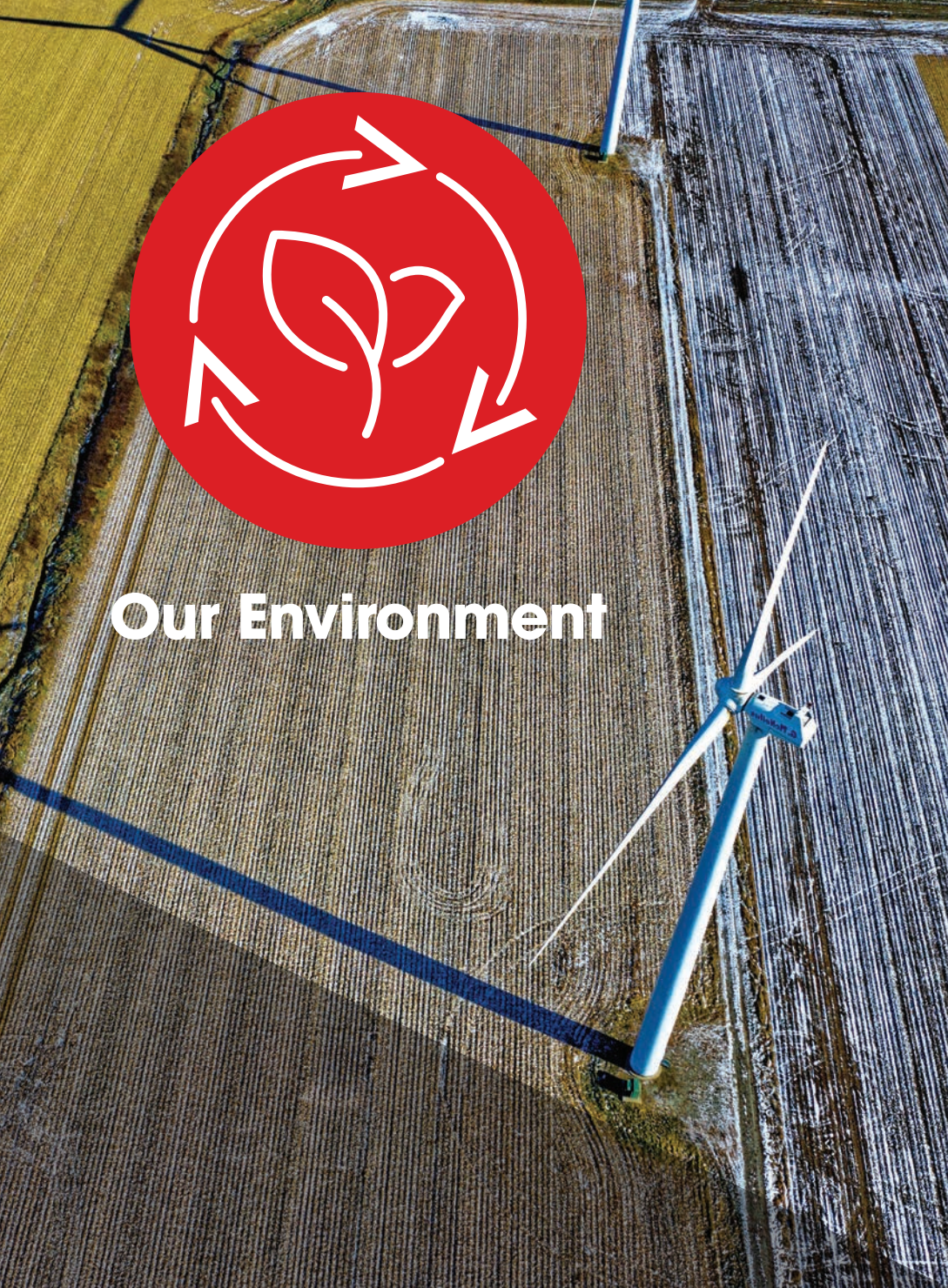
The Themes

Net Zero **by 2030**

Procured Plastic FREE **by 2025**
Operations

Protect & Enhance
the natural environment





Our Environment

We will



Set and track targets for projects within the Environmental pillar themes, reviewing and updating regularly



Reduce our carbon footprint and use resources within our operations wisely, applying the waste hierarchy to reduce our upstream and downstream waste



Embed environment and sustainability as a key point of procurement functions through the consideration of the impacts of manufacture, distribution, product use and disposal



Work with suppliers to find alternatives to single-use plastic packaging used in our operations



Find ways to increase biodiversity at our sites, looking at spaces more creatively and encouraging our champions to take the lead



Deliver services to our customers in as environmentally friendly a manner as possible



Inform and encourage our people to make a difference to the environment at work and at home

What this will achieve

Focus from decision makers and budget-holders to ensure that targets are set appropriately per project and site, measured accurately and progress communicated

Assurance that the carbon from our business is accounted for and reduced across 3 scopes

Wider consideration for sustainable practices for those in procurement functions, alongside 'best price'

Innovation within the customer and supplier base to improve performance

Overall improved environmental performance



Our People



**evo
people
are our
most
valuable
asset.**

In our opinion, thriving colleagues make for a great working environment and a fantastic customer experience, so it's in our interests to continually improve. Providing the right working conditions to ensure wellbeing and engagement is underpinned by a culture of safety, optimised career planning and access to the right training and development. Furthermore, our ethos is to encourage a workplace of support, respect and tolerance helping us to retain and attract the right people.

The Themes

Enhanced employee
**wellbeing &
engagement**

A culture of
safe working

Optimised career planning including
**apprenticeships, training
& development**



Our People

We will	What this will achieve
 <p>Accept ZERO compromise on health and safety. We set high standards and expect everyone will play their part for the welfare of our people, contractors, visitors and customers</p>	<p>A low incidence of accidents and lost time across our operations</p>
 <p>Treat people fairly and with respect, creating an inclusive culture, to enhance wellbeing and engagement</p>	<p>High quality of delivery services and goods for customers</p>
 <p>Provide resources to support employees through difficult times and to provide scheduled and self-serve training and development</p>	<p>Assurance of a respectful and encouraging culture in which people are free to be themselves in a work environment</p>
 <p>Prevent bullying, harassment, or unlawful discrimination of any kind</p>	<p>A rate of attrition that demonstrates people want to remain part of the evo team because they are encouraged to train and develop their career</p>
 <p>Provide the right opportunities for our people to develop through extended apprenticeship, training, and the opportunity to mentor others in order to extend their own skill base</p>	
 <p>Ensure that CSR targets and strategies are clearly communicated across our people base</p>	<p>Greater engagement in the workplace, increasing wellbeing</p>



Our Community

Working to bring about the maximum positive impact and social value from our activities within the community is evo's goal.

This ranges from donations of employee time, products and finance via fundraising across the UK and Ireland, through to provision of employment, apprenticeship and service contracts in the localities where we operate. We take pride in inclusive and active engagement across the UK and Ireland, wherever possible to support those who are less fortunate than ourselves.

The Themes

Provide fit for purpose
social value activities
including donations of
time, product & monies

Go beyond being a supplier
to being a **contributor**
for good

Generate **social value** from our activities across
the three E's of
**Economy, Education
& Environment**



Our Community

We will



Establish strategic partnerships to ensure that we maximise our reach into organisations that deliver social value to the community. This will include buying local UK based services and products that in turn underpins economic growth and regeneration



Regularly review our community activity to ensure it delivers best fit social value



Encourage our employees to take one day per annum to volunteer to support a community charitable activity



Seek to provide apprenticeship and employment opportunities within local communities



Report on the activities carried out within the community, providing meaningful information on its social value and narrative on the social impacts

What this will achieve

Voluntary, charity, Social Enterprises will receive the type of support that is meaningful and useful to them

A positive contribution to society from EVO



Our Supply Chain

Our Supply Chain forms a most significant part of our economic, social and environmental footprint.

Given the variety and volume of products stocked and sold by **evo**, the high number of suppliers and the array of customers across the UK, it is no surprise that Supply Chain forms a most significant part of our economic, social and environmental footprint. Ensuring the right level of management is vitally important with sustainable and ethical procurement forming a fundamental part of that process. **evo** is committed to ensuring a robust and diverse supply base, with whom we work collaboratively to bring about innovation in product, packaging and delivery on an ongoing basis.

The Themes

Delivery Carbon Offset plan **complete**

by **2027**

Innovation & expansion of **Sustainable** product choices

Enhanced Supplier Sustainability, Compliance and Diversity



Our Supply Chain



We will



Use our transport experts to define a clear plan to reduce the carbon footprint of our deliveries through performance software and the most fuel-efficient vehicles for the locations/ routes and payloads



Expand our portfolio of suppliers and products with risk in mind, judging their ability to uphold the highest standards of human and labour rights



Assess our supply chain's adherence to this charter, our Code of Conduct and Conditions of Purchase through regular review of documentation and 3rd party audit where necessary



Procure goods and services in a way that achieves value for money while minimising environmental impacts



Work with suppliers to identify products and packaging with improved environmental credentials, seeking to eliminate single-use plastics where possible



Make payments in accordance with agreed terms



Provide clear and fair procurement processes for our suppliers on which we'll build long-lasting relationships



Identify MSMEs within our supply base

What this will achieve

A clear plan to contract, then as a final step offset, the carbon footprint of our delivery fleet by 2027

A clear approach for suppliers to understand our approach to doing business in an ethical and transparent manner

Clarity around our expectations of the supply chain and the types of products/packaging and conduct

Emphasis on provision of data to prove environmental/ sustainable credentials and improvements for product and manufacture

Conversations with suppliers around Scope 3 emissions and how we may be able to collaborate to reduce them

Purchase of products and service that are sustainable, responsible, and ethically sourced

Fair treatment across the supply chain taking account of scale of supply and supplier

For more information please visit
www.evo-group.co.uk/evolution

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