

First Mile Limited

Sustainability Policy

Introduction

We believe in a world where everything can be recycled, and at First Mile, we're making this a reality by simplifying business recycling and collaborating with industry to increase the recyclability of materials. This policy outlines our commitment to sustainability and applies to our staff, customers, and suppliers.

Principles

We recognise that our operations impact the environment. Therefore, we are dedicated to reducing our footprint through the following principles:

- Increase customer recycling rates: By 2025, we aim to achieve a 20% average increase in recycling rates for our clients through our innovative sorting facility and targeted waste stream diversion programs.
- Reduce emissions: We pledge to cut CO₂ and NO_x emissions from our vehicle fleet by 15% within two years. This will involve continued investment in electric vehicles and exploring alternative delivery options like bicycles and consolidation partnerships.
- Embrace the circular economy and waste hierarchy: We actively promote and sell recycled paper and stationery, collaborate with food and textile redistribution companies, and prioritize waste prevention, reuse, and recycling over disposal.
- Operate sustainably in our offices and facilities: We encourage and facilitate staff cycling with dedicated on-site storage and shower facilities. We actively discourage excessive printing and promote energy-efficient practices.
- Integrate sustainability into every decision: Sustainability will be a key consideration in all our business choices, from procurement to partnerships.
- Exceed legal requirements: We will always strive to go beyond minimum legal and regulatory standards for environmental performance. Currently, we maintain ISO 14001 and ISO 9001 certifications, and all our vehicles meet the highest Euro 6 emission standards.
- Empower staff: We have a dedicated environmental team and provide quarterly training to all employees on our sustainability principles and best practices.
- Monitor and report progress: We will measure the effectiveness of our initiatives through clearly defined indicators. We commit to publishing an annual sustainability report detailing our progress towards our goals and outlining future plans.

Practical Steps

- Investing in our first-of-its-kind sack sorting facility: This allows us to collect multiple waste streams on the same vehicle, increasing customer recycling rates and operational efficiency.
- Pioneering emissions-reducing delivery options: We actively promote and utilize electric vehicles, explore bicycle deliveries and collections in suitable areas, and collaborate on consolidation projects to optimize routes and minimize emissions.
- Partnering for circular economy solutions: We work with companies that recycle and redistribute materials, preventing them from ending up in landfills. We also offer recycled paper and stationery products to our customers.
- Creating a sustainable workplace: We provide resources and incentives for staff to cycle to work, minimize printing, and adopt energy-efficient practices in our offices and facilities.
- Staying ahead of regulations: We actively monitor and adapt to evolving environmental regulations, ensuring we always meet or exceed the latest standards.
- Building a culture of sustainability: Through regular training, communication, and engagement initiatives, we aim to foster a company-wide commitment to responsible environmental practices.

Commitment

This policy is a living document, subject to annual review and revision by senior management to ensure we continue to set ambitious goals, adapt to changing circumstances, and make steady progress towards our vision of a fully sustainable world.

This policy has been approved & authorised by:



Bruce Bratley
Chief Executive

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