**Sustainability and Ethical Sourcing Policy**

**Last Updated:** 10/09/2025

1. **Overview**

At Nivek Catering Supplies Ltd (“Nivek”), we are committed to responsible business practices that promote environmental sustainability, ethical sourcing, and social responsibility.

As a supplier of catering disposables, hygiene products, and kitchen chemicals, we recognise the impact our operations and supply chains may have on the environment and society. We are committed to minimising this impact, driving continual improvement, and promoting sustainability across all areas of our business.

Our commitments are aligned with internationally recognised standards, including ISO 9001 Quality Management and ISO 14001 Environmental Management, as well as membership of SOCIUS, DHYS, the Foodservice Packaging Association (FPA) and the Cleaning & Hygiene Suppliers Association (CHSA).

1. **Environmental Sustainability**

Nivek is a professional and environmentally conscious company that acknowledges the impact our operations may have on the environment. We commit to:

* Legal Compliance: Identifying and complying with all relevant environmental legislation and evaluating compliance obligations regularly.
* ISO 14001 Commitment: Implementing and maintaining an environmental management system certified to ISO 14001:2015, with a focus on continual improvement.
* Pollution Prevention: Acting to prevent pollution and minimise adverse impacts, protecting natural habitats, flora, and fauna wherever possible.
* Waste Reduction: Minimising packaging, promoting reusable, recyclable, and compostable products, and implementing recycling initiatives.
* Sustainable Products: Prioritising items made from renewable, biodegradable, or recycled materials and collaborating with suppliers to expand these ranges.
* Energy Efficiency: Reducing energy consumption in our operations and encouraging suppliers to adopt low-carbon and energy-efficient technologies.
* Carbon Footprint Reduction: Optimising logistics, reducing unnecessary transport, and exploring carbon offset opportunities.
* Incident Control: Ensuring effective and expedient control, investigation, and reporting of environmental incidents.

1. **Ethical Sourcing**

We are committed to sourcing products responsibly and expect our suppliers to reflect our values. This includes:

* Supplier Code of Conduct: Working with suppliers who uphold fair labour practices, safe working conditions, fair wages, and zero tolerance for child or forced labour.
* Transparency and Accountability: Maintaining open communication with suppliers, conducting due diligence checks, and undertaking regular reviews of sourcing practices.
* Local and Regional Sourcing: Supporting local suppliers where practical to reduce transportation emissions and strengthen community economies.
* Corrective Action: Addressing and resolving any sourcing non-conformities in a timely and responsible manner.

1. **Social Responsibility**

We strive to make a positive contribution to the communities in which we operate through:

* Community Engagement: Supporting local charities, food banks, and sustainability initiatives.
* Education and Awareness: Promoting sustainable practices among staff, customers, and suppliers.
* Diversity and Inclusion: Inspiring inclusivity/fairness across our workforce and supply chain.
* Partnership with the Community: Behaving in a considerate and socially responsible manner, recognising the effect our operations may have on the local community.

1. **Governance and Responsibilities**

Directors, management, and supervisory staff have responsibility for ensuring environmental and ethical sourcing considerations are built into business planning and daily operations.

All employees and subcontractors are expected to:

* Co-operate with management on environment-related matters.
* Carry out their work responsibly, minimising risks to themselves, others, and the environment.
* Support and uphold Nivek’s sustainability and ethical sourcing commitments.

The Operations Director has overall responsibility for environmental matters, supported by the wider leadership team. Suitable and sufficient resources are allocated to ensure that objectives are met.

1. **Continuous Improvement**

We are committed to a path of continuous improvement by:

* Reviewing and updating our sustainability and sourcing practices annually, or sooner where required by law or stakeholder expectations.
* Conducting internal audits and management reviews to assess progress against objectives and targets.
* Acting promptly to correct any non-conformities identified.
* Welcoming feedback from stakeholders, including customers, staff, and suppliers, to enhance our approach.

1. **Contact Information**

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