



Corporate Social Responsibility

Responsibility - The Only Solution.



ABOUT US

Skype Direct are taking climate action through Weaver

We have committed to a 2-year programme that sets a transparent direction to ensuring we are and will continue to be a sustainable business. This allows us to demonstrate sustainable initiatives, continue to improve our company policies and behaviours across three main focus areas:

- SINGLE USE PACKAGING
- SUSTAINABLE PRODUCTS
- SOCIAL RESPONSIBILITY



Our 5 Step Goal:

Over the next 2 years Skye Direct will work in partnership with the Weaver programme to deliver the following CSR goals within our business.



01

JOIN WEAVER CSR

Take action to embrace our CSR responsibility as a leading supplier.

02

SET INTENT

Identify our social & environmental challenges, set CSR goals & strategies.

03

TAKE ACTION

Implement business incentives, analyse and regularly assess impact.

04

MEASURE TO MANAGE

Continued improvement to CSR initiatives and monitoring of KPIs to ensure positive change.

05

COMMUNICATE SUCCESSES

Effectively communicate our successes on becoming a responsible business ecosystem.

Sustainable Development Goals:

Over the course of the next two years Skye Direct will work to the following targets.

01

SINGLE USE PACKAGING

Minimise environmental contamination and waste by reducing the amount of single-use plastic and packaging before disposal.

02

SUSTAINABLE PRODUCTS

Improve the sustainability of your overall supply chain by introducing more sustainable products into your offering.

03

SOCIAL RESPONSIBILITY

Create a positive social impact for your employees and your wider community through engagement and action.

Our Commitment:

Through the Weaver programme, Skye Direct will be committing business resources through our Sustainability Champions to form a sustainability strategy enabling us to express our passion for contributing to wider social issues, beyond basic business interests. The programme also allows the business to be in touch with the latest government legislation and SBTI's, always keeping plans and policies relevant.

The Weaver certification will allow Skye Direct to recognise their impact across the committed five key sustainability areas and provides a framework towards real action, tangible impact, and measurable results, by demonstrating the following:



5 Sustainable Areas

- Show intent through a robust plan.
- Measure to manage.
- Focus through SMART KPI's, Policies & Strategies.
- Report annually and take action, setting realistic measurable goals.
- Help to communicate internally and to stakeholders & customers showcasing responsibility, commitment and our sustainability aspirations and successes.
- Futureproof our business through resource and cost savings.
- Improve employee engagement and retention through the incorporation of staff on our journey.
- Differentiate our brand from competitors through leveraging marketing benefits.
- Quantify our environmental and social impact.
- Improve sustainability management.

Sustainable Products:

Skye Direct will actively procure sustainable products, and promote sustainable products as alternatives to our customers. A sustainable product is defined as one that, for example, has an environmental certification, is made from sustainable materials, contains recycled content or is recyclable.

As a supply partner, measuring the number of Sustainable Products that our business sells to customers is vital to understand where we need to take action to improve the sales of sustainable products, and to track progress over time.

Skye Direct Sustainable Goals



Setting sustainable product targets for the next year will enable us to work towards a set goal and track progress over time to help us achieve our business goal of extending our range of sustainable products.

Single Use Packaging:

- We will actively reduce our single-use packaging, accounting for in-office items, product distribution packaging, and packaging from suppliers. Single-use is defined as all packaging, containers and disposable items that are intended to be used only once, or for less than a week from the start of product use before it is disposed of (to landfill or recycled).
- Measuring the amount of single-use packaging waste that the business produces is vital to understand where we need to take action to reduce the business' single-use packaging and to track progress over time.
- Meeting targets set by the European Commission is key to ensuring that our business is in line with the national targets up to 2030.
- Through the Weaver programme, we will be setting single-use packaging reduction targets for the next year which will enable us to work towards a set goal and track progress over time. Setting realistic targets, that can be measured, will enable us to achieve our goals.



Our Carbon Footprint:

Our Supply Chain forms a most significant part of our economic, social and environmental footprint. Through our logistics partner Truline we will be supporting their initiatives and strategy to offset the carbon footprint of delivery fleet by 2027.

This will be achieved by using transport experts to define a clear plan to reduce the carbon footprint of deliveries through performance software and the most fuel-efficient vehicles for the locations/routes and payloads.

**Delivery Carbon Offset
plan complete by 2027**



CSR

Social Responsibility:

- Skye Direct will actively take responsibility for its employees' well-being and career development, as well as supporting and engaging with our local community on a regular basis.
- We will demonstrate setting intent, taking action and measuring success in this area.
- Measuring our business's contribution to social responsibility, both internally and externally, is vital to understanding where we need to take action to improve the Social Responsibility of our business, and to track our progress over time.
- Reviewing our success and identifying priority areas for improvement will be vital to taking action in the right areas and having a material impact.



1. OUR ENVIRONMENT

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.

2. OUR COMMUNITY

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

3. OUR SUPPLY CHAIN

Given the variety and volume of products sold by Skye Direct, the 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. Skye Direct along with our suppliers are 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.

4. OUR PEOPLE

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 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.

SKYE DIRECT

OUR 4 CSR PILLARS



Thank you

Together we will make a difference.

