



THE ICE CO^o
SINCE 1860

SUSTAINABILITY STRATEGY 2026



OUR STORY SO FAR



2015

Wind turbine is installed



2021

All products made with 100% renewable energy

Energy logos introduced on pack to our 4 core products

Paper bag trials successfully completed to offer a 100% recyclable paper ice product

EV charging points installed

Plastic in packaging is reduced by 10% for the 3rd year in a row



2020

Plastic packaging is reduced again by a further 10%

An industry 1st as our paper bag trials began

Flexible working introduced



2022

The Ice Co Super Cubes & Spring Water 2kg sold in paper bags for the very 1st time at Glastonbury Festival

1st 4 team members trained as Mental Health First Aiders

40% of Company cars are fully electric

Switched to sustainable partners for all office consumables



2023

All staff given environmental training

Additional charging points installed at our South Kirkby site

5 more Mental Health First Aiders trained

100% company cars electric/hybrid

Investments made into energy saving Super Cubes machinery

THE FUTURE!

WORKING TOWARDS NET ZERO BY 2050



2024

ISO14001 auditing ongoing

7 more MHFA's added to the team, currently 16 MHFA's at The Ice Co!

More EV charging points added

2018

Employees from across the business came together to form The Ice Co Sustainability Team

Marketing materials to be sourced only from local suppliers

1st hybrid vehicle introduced to fleet

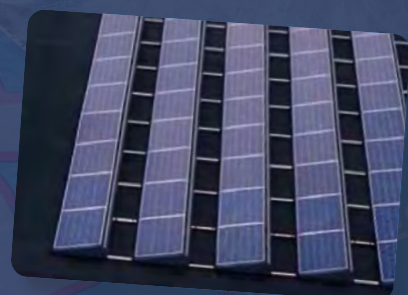
Single use plastics eliminated from site

Reduced plastic in packaging by 10%

2016

1,926 solar panels installed

Introduced ban on pointless printing



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OUR PLEDGE

In 2024, as Europe's leading ice manufacturer and the UK's No.1 ice brand, we know there is no future without social and environmental accountability. We believe that in our position, we have a responsibility to help shape the future of the frozen industry, to create a more inclusive and sustainable world.

It's been 6 years since we first formed our Sustainability Team, recruiting voices from across the business from directors to marketing and operations, meeting quarterly to progress our ever-evolving 3-year plan. And whilst we have achieved so much already, we feel like we're only just getting started, with our Sustainability Strategy 2026 outlining the beginnings of the road towards Net Zero by 2050.

In order to achieve this, we are investing heavily in our people, our processes and our planet in a way that aligns with our all-important company values – to Inspire through knowledge, to rise to the Challenge and to continue to Evolve, as well as having a team of individuals you can Depend on and a company and people that we are Proud of.

We know that one of our biggest challenges as an ice manufacturer, striving for a more sustainable world is in our packaging. We've always been committed to exploring packaging solutions and have already reduced the plastic in our bags by 30%, as well as only using FSC-certified cardboard from sustainably managed forests, but this is only the beginning!

So what does the future look like for The Ice Co? Our ambition is to become the best ice company in the world and a leader in the frozen industry for sustainability. We want to work with the best retailers and lead the ice market in growth, share and innovation, all whilst having a dedicated team of hard-working ice champions and award-winning people, products and services.

We are committed to doing our bit for the planet, whilst fostering an inclusive workforce and using our platform to educate and inspire others to do the same. In a world where Greenwashing is everywhere, we promise to be open about our progress and performance to maintain our transparency and integrity.

We've been passionate about keeping our customers cool since 1860, but now together, we have to do the best we can to keep the planet cool too.



Dolly Metcalfe

Philip Mann

THE ICE CO, MANAGING DIRECTORS

OUR VISION 2026

WE ARE LEADERS IN THE FROZEN INDUSTRY FOR SUSTAINABILITY

We are the number one choice for sustainability by our customers, with an engaged, happy and empowered workforce. We source only from others with aligned values and constantly work to seek further improvements which in turn reduce carbon emissions and our impact on the environment, all striving towards our goal of...

NET ZERO BY 2050

OUR STRATEGY FORMS 3 PILLARS...

PEOPLE

We grow, develop and recognise Ice Champions! Our family friendly ethos creates an engaged, happy and skilled workforce. We ensure equality and parity of pay. We promote a positive and proactive approach to employee health and wellbeing.



PROCESS

We deliver sustainable solutions from ice forming to ice consumption, driving waste from our processes and sourcing as sustainably as possible. Maintaining our ISO14001 certification into the future.

PLANET

'IceKind' is our way to support our local community, national charities and world causes that are close to the hearts of our workforce and have a strong focus on the environment.



THE PEOPLE PILLAR OUR PEOPLE VISION

DID YOU KNOW?
The Ice Co is Great
Place To Work®
Certified™!

**Great
Place
To
Work®**
Certified
OCT 2023-OCT 2024
UK

WE GROW, DEVELOP AND RECOGNISE OUR ICE CHAMPIONS!

Our family friendly ethos creates an engaged, happy and skilled workforce. We ensure equality and parity of pay. We promote a positive and proactive approach to employee health and wellbeing.

THE PEOPLE PILLAR EMPLOYEE HEALTH AND WELLBEING IS AT THE FOREFRONT OF WHAT WE DO



MENTAL HEALTH AWARENESS

Our teams are trained in recognising and supporting Mental Health, we have a dedicated Wellness Room and team of MHFAs



HOW WE LOOK AFTER OUR EMPLOYEES

We provide support to employees with a dedicated Employee Assistance Programme, enhanced maternity/paternity pay and Sickness Benefit



OUR ENVIRONMENT

The environment we work in is safe and friendly



OUR WORKLIFE BALANCE

Positive Work Life Balance with family at the forefront



THE PEOPLE PILLAR RECRUIT, TRAIN, REWARD & RETAIN

DID YOU KNOW?
We give our staff over
1800 free lunches a
year!



THE PEOPLE PILLAR EQUALITY OF ALL EMPLOYEES



OUR CHAMPIONS

We have Value Champions, who help employees live and breathe our core values



APPRENTICESHIPS

We provide apprenticeship programmes in each area



REWARD & RECOGNITION

Reward & recognition (our benefits are ahead of industry)



TRAINING

We have a robust training system everyone of our employees has an "Ice Champion" training and development plan that is frequently revisited



GENDER EQUALITY

We have Gender equality regarding pay parity for all employees, irrespective of age



FAMILY

Working together as a family we support, listen and protect each other



LEADERS OF ALL GENDERS

We have females in leadership positions, and prominence in a range of positions across the business



DIVERSITY

We encourage a diverse workforce

THE PROCESS PILLAR

OUR PROCESS VISION

WE DELIVER SUSTAINABLE SOLUTIONS FROM ICE FORMING TO ICE CONSUMPTION, DRIVING WASTE FROM OUR PROCESSES AND SOURCING AS SUSTAINABLY AS POSSIBLE.

MAINTAINING OUR **ISO14001** CERTIFICATION INTO THE FUTURE.

WATER PRESERVATION GOALS

TO **RECYCLE & TO REDUCE ALL WATER** USED IN OUR MANUFACTURING FACILITIES

INDUSTRY LEADING APPROACH IN THE USE OF **REVERSE OSMOSIS** IN ICE MANUFACTURING

BEST IN CLASS
MANUFACTURING FACILITIES

REDUCE OUR OVERALL WATER CONSUMPTION BY **20%**

THE PROCESS PILLAR

ENERGY CONSUMPTION

WE SOURCE OUR ENERGY STRATEGICALLY

The most sustainable and ethical is
our preferred choice



WE USE THE MOST UP TO DATE
TECHNOLOGY TO GUIDE US ON
OUR OPERATIONAL FOOT PRINT



WE SOURCE THE MOST ENERGY
EFFICIENT EQUIPMENT AND
PLANTS



ALL OUR SITES AND COLLEAGUES
HAVE A PERSONAL OBJECTIVE TO
REDUCE ENERGY CONSUMPTION
WITHIN OUR BUSINESS.

THE PROCESS PILLAR

THE BEST WE CAN BE



**40% OF OUR
WORKFORCE
LIVE WITHIN A
2 MILE RADIUS**



Our ISO14001
certification will
keep us focused
and responsive
to environmental
performance



Our manufacturing
processes are
providing value for
the environment,
our business and
stakeholders



All of our services
and goods will be
aligned with our
Scope 3 objectives



We strive to remove
all virgin plastics
with sustainable
alternatives

THE PLANET PILLAR

OUR PLANET VISION

'ICEKIND' IS OUR WAY TO SUPPORT OUR LOCAL COMMUNITY, NATIONAL CHARITIES AND WORLD CAUSES THAT ARE CLOSE TO THE HEARTS OF OUR WORKFORCE AND HAVE A STRONG FOCUS ON THE ENVIRONMENT



LOCAL COMMUNITY

We sponsor local community sports teams.

We sponsor our staff fundraising activities.

We donate to local charities that mean the most to our teams.

We sponsor local fundraising events by supplying ice or making a cash donation.



NATIONAL UK

We hold an annual 'Charity Day' with activities to fundraise for UK charities nominated by our staff.

We give staff the opportunity to take paid time off to volunteer for a charity.

We organise team charity events such as beach cleans or tough mudder, encouraging volunteers from our workforce.

We make cash donations to UK charities.



DID YOU KNOW?

Last year we donated to 36 fundraisers, community projects, sports teams and charities!

THE WORLD

We make reactive donations to worldwide charities to support with crisis situations.

We also make donations to worldwide charities who have a link to ice.

We continue to educate ourselves and share our learnings to promote best practices across the ice industry and worldwide.



THE BIGGER PICTURE...

Ultimately, this is about more than just us here at The Ice Co. The objectives set out in this strategy are designed to align with the United Nations Sustainable Development Goals – a global framework designed to achieve a better and more sustainable future for all.



SUSTAINABLE
DEVELOPMENT
GOALS

**WITH A TEAM THAT ARE DEDICATED,
RESPECTFUL AND ICE CHAMPIONS!**

THE ICE CO.™
SINCE 1860