

towards

**100%**

**Recycled**

100%

Recyclable



**SUSTAINABILITY &  
RESPONSIBILITY REPORT**

**Gold**  **Freeze**<sup>®</sup>

GREAT PRODUCTS, GREAT PRICES, SUSTAINABLE THINKING

## First Principals

*“We must become the change we wish to see in the world.”*  
– Mahatma Gandhi

The world is changing – rapidly, and rightly so, because our survival is dependent upon that change and upon this planet and all who we share it with

We would like to share with you how we are living and breathing the changes we are trying to make and what we are learning along the way about sustainability and social responsibility.

## The United Nations Sustainable Development Goals (SDG's) for 2030

We cherish these as our first principals because of the purity of their intent. Because each goal challenges every aspect of how we live and behave towards the planet and each other. As a business, we have always sought to be as ethical as possible, however the SDG's challenge us to break down and measure everything we do against universal principals and understanding the consequences globally. The SDGs are the guiding decision compass on our journey. As we develop, learn, and adapt, we are committed to continually measure ourselves against them. Our goal, as cheesy as it may sound, really is to contribute to making the world a better place

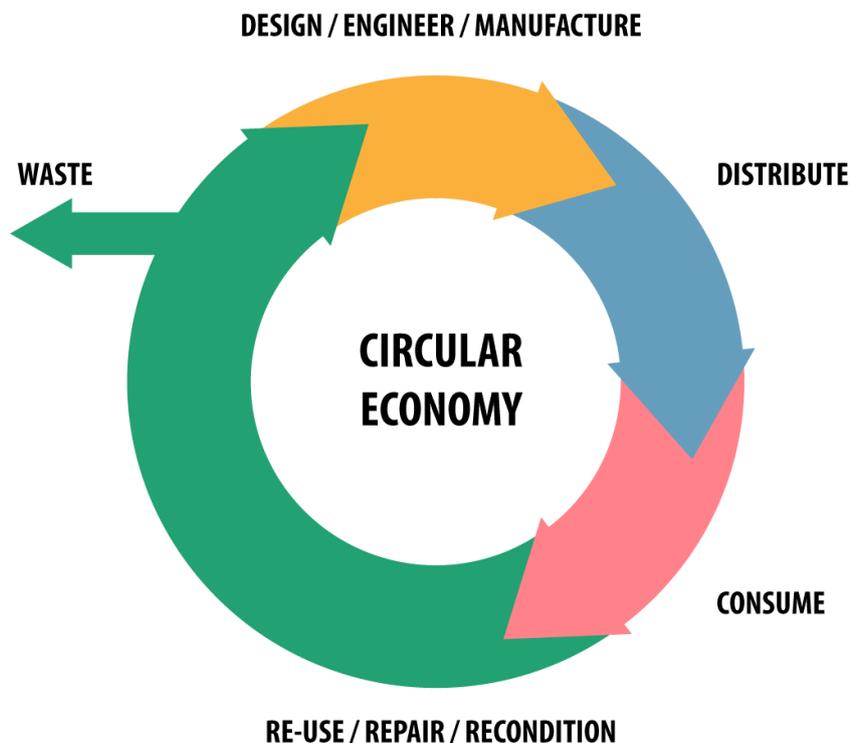
# SUSTAINABLE DEVELOPMENT GOALS



At the core of everything we do, we insist that the dignity, safety, and respect of all fellow human beings providing our products are upheld wherever we do business. It is non-negotiable. We have a part to play in this, through the choice of partners we make. We will not profit from the misery or mistreatment of others. We take this stand because we believe it is the right thing to do socially, ethically, and commercially and because we are all connected through our humanity. We will not work for a \$1 a day or work in a dangerous environment. Why should anyone making our products have to?

So how do we square low-cost manufacturing with ensuring our factories are treating colleagues with dignity and working ethically? Send in auditors? Yes, we can and do with colleagues such as SEDEX or BCSI which are great for monitoring and checking but do not get to the heart of what we want to achieve – a meaningful relationship with suppliers where our business can make a difference. All our suppliers have been with us for more than 10 years. They share our values and we have grown together. We quickly learned that price-focus, leads to shortcuts and problems. Our suppliers have learned that quality & value engender loyalty and are the foundations of long-term business growth. Together we have developed sustainable and profitable relationships based on trust and mutual respect.

We are doing all we can to move away from the current **take-make-waste** model of manufacturing, towards contributing to the **circular economy**. Our ambition is to re-engineer our processes & products to ensure that buying a Goldfreeze® product takes minimal resources from the planet and returns as much as possible through sustainable sourcing & recycling.



## Product Design & Manufacture

### Terms of Reference

Before we begin to consider environmental matters, it would perhaps be useful to define some of the key associated terms.

**Sustainability** - the ability to be maintained at a steady level without exhausting natural resources or causing severe ecological damage

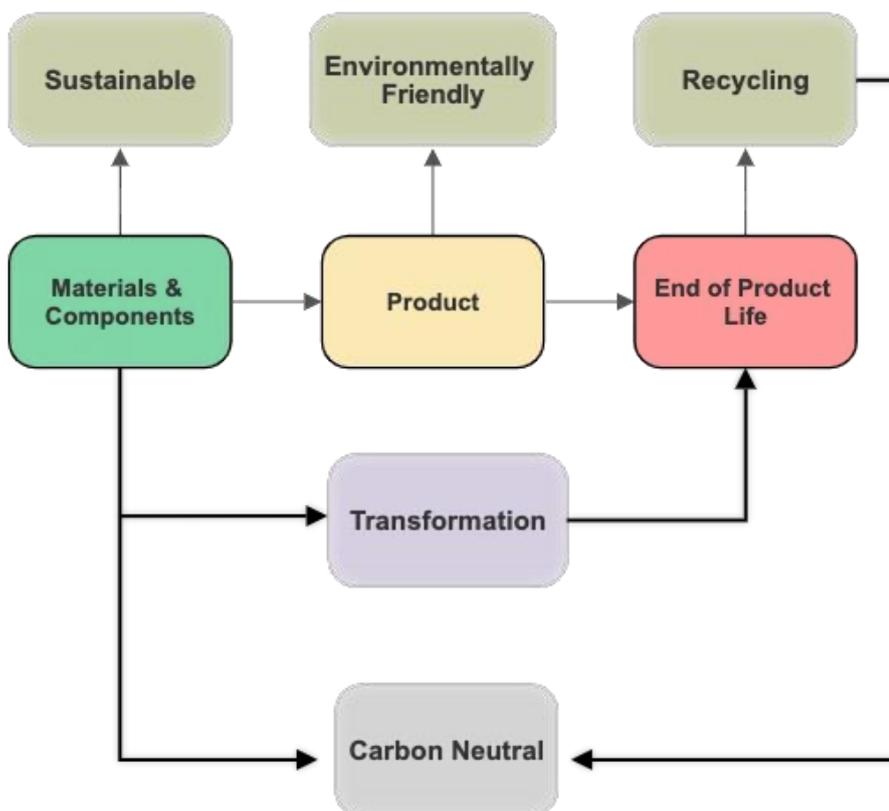
**Environmentally Friendly** - that has no or the least possible impact on the environment

**Recycling** - to reclaim (packaging or products with a limited useful life) for further use

**Carbon Neutral** - A carbon neutral lifestyle, company, or activity does not cause an increase in the overall amount of carbon dioxide in the atmosphere.

*Source – Collins English Dictionary*

### Goldfreeze® Re-Engineering 'Take, Make & Waste.'



Our flow chart demonstrates how and where we are acting to adapt the current global **take-make-waste model** (materials, production, disposal) towards a system where we:

**Design waste out of our processes.**

**Keep products & material in continual use through recycling.**

**Regenerate using the planet's natural systems.**

This is a long-term on-going challenge that will take time. However, we have started our journey reviewing every link in the chain.

**Materials & Component Sustainability** – Because we have a great relationship with our suppliers, we have access to their material and component suppliers. The ability to engage downstream has helped us develop new sustainable materials and components. For example, **DuPont™ Sorona®** is a plant based sustainable material that we have adapted for use in the insulation of our **Hi-Glo 25 & 40** cold store and freezer products. We are doing everything we can to not produce or procure **single use plastics** in our materials or components. We are really concerned about the amount of plastic in the oceans (SDG 14) and will take all steps to ensure we do not add to the existing problem. At the material and component level we are trying to maximise sustainability so that we do not take too much from our planet than it can naturally replace. Our main products are textile based, requiring the use of chemicals, water, and energy. That is why we try to mitigate environmental impact by only working with materials suppliers that operate **EN ISO 14001** certified Environmental Management Systems.

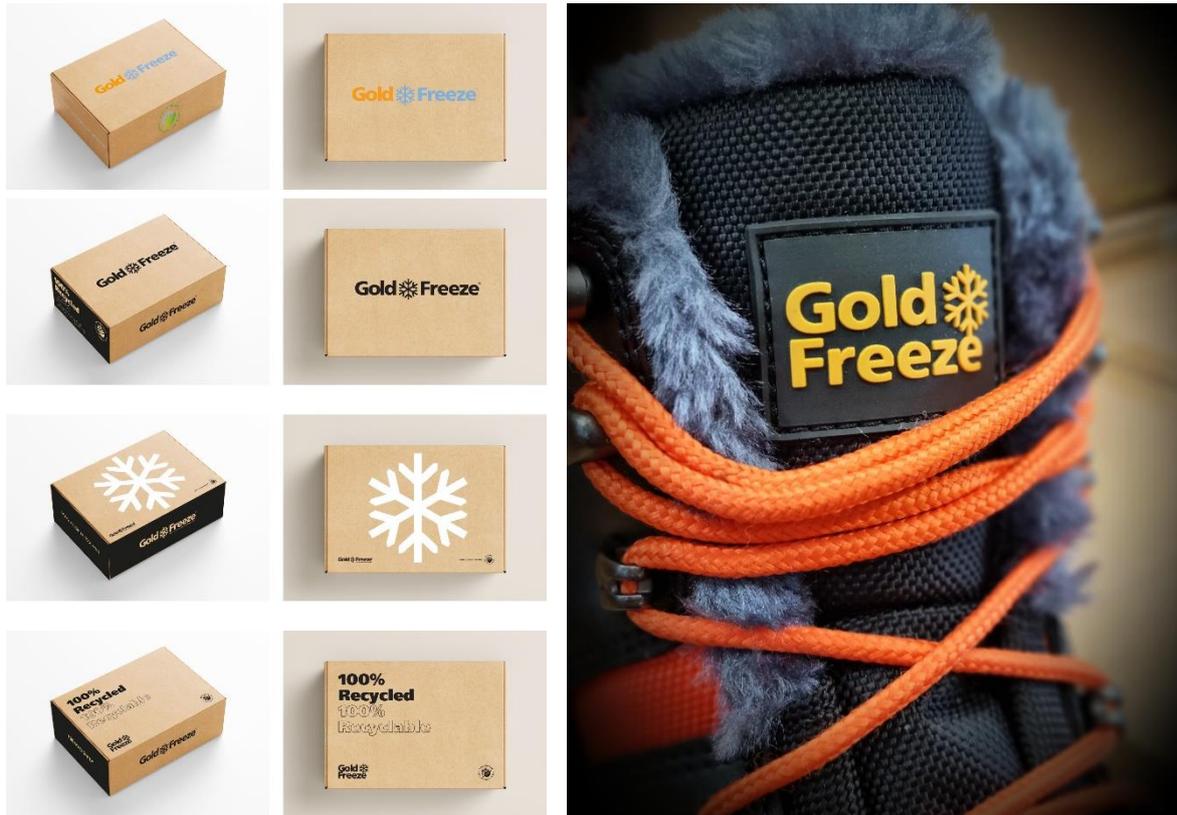
**Environmentally Friendly Production** – to make products we require people, facilities, energy, and packaging. We are committed to re-engineering all aspects of production including:

**Use of Renewable energy & energy reduction per unit of manufacture.**

**Use of sustainable & recyclable packaging.**

The roll out of renewable energy sources varies by country and is often dependent on local infrastructure. Our suppliers are both environmentally and commercially motivated to make whatever changes they can in their production methods to start the journey to energy reduction. Initiatives in our factories include installation of LED lighting, improvements to building insulation and ventilation, use of more local suppliers for raw materials and installation of solar panels.

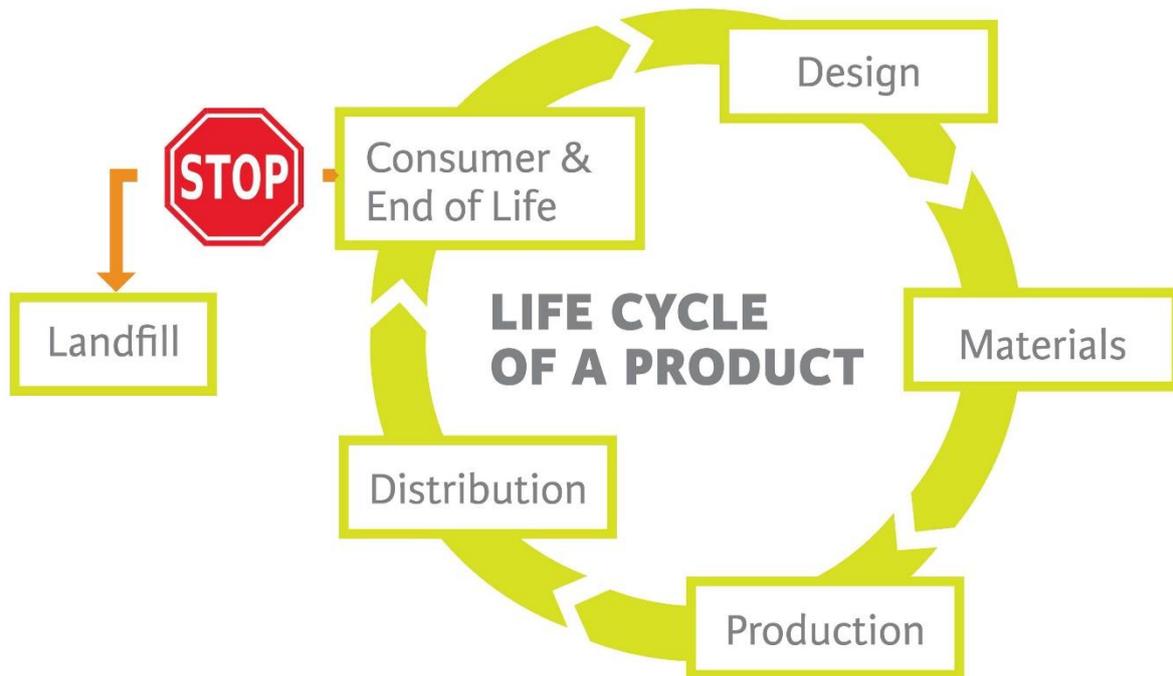
We are rapidly developing new packaging for all existing products and new developments. By 2022 we will be single-use plastic free in all packaging. For example, we are moving to recycled card for our glove packaging where the user information is printed on the card itself, which in turn is attached to our gloves with hemp or biodegradable string. This reduces the need for paper user information insert sheets, and a plastic wrapper. We sell hundreds of thousands of gloves per year and just by making this small change we are reducing plastic and paper use by several tonnes – to us that is exciting.



Our cardboard is made from recycled material (we also re-use our shipping outer cartons for customer despatches) We are developing new packaging around our new products. Most recently developing 'glue free' recycled cartons for our new Oslo and Bergen Cold store boot ranges.

On the subject of boots, we are developing boot laces made with recycled PET plastics (former fizzy drink bottles) and removing all inner packaging from all our own brand Cold store footwear.

**Regenerating Natural Systems (Recycling)** – For us recycling previously related simply to packaging. We now realise that if we are selecting sustainable materials for our products, those materials, and the products themselves need to be recyclable and to avoid Goldfreeze products being buried in landfill at the end of their lives. We see this as our main challenge.



We are committed to transitioning all our products to more recyclable materials. However, we are focusing equally on environmentally sustainable product end-of life solutions.

**Carbon Neutral** – Long off-shore supply chains are by definition, carbon intensive. While governments and shipping lines figure out how to reduce emissions, we are looking at ways to reduce our carbon footprint through several initiatives including.

- Re-Designing business processes & choices to reduce net carbon.**
- Working with partners who are carbon aware.**
- Carbon offset**

We are reducing our greenhouse gas emissions at our offices and warehousing facilities through changes including the use of LED lighting, recycling our packaging, and choosing electric fork-lift trucks.

Our UK fast parcel delivery partner, **DPD** is committed to carbon neutrality including increasing use of electric vehicles.



Carbon offset is more of a challenge. To offset we need to develop measurement tools across the business to understand what our greenhouse gas emissions are and the size of our footprint. We anticipate carbon neutrality will be a work in progress and at this stage we are unable to commit to a specific date.

However, we are building carbon awareness into our business modelling. In the short term we are working towards eradicating the use of air freight shipping for our products. We are also looking at ways of reducing product miles and minimising per unit carbon by maximising our logistics planning and shipping. Longer term, we are actively seeking shorter supply chains by recruiting more local suppliers. This will be dependent on global economic and regulatory factors, as well as the cost of finished goods. Carbon neutral will remain our ambition and be at the heart of our thinking and planning. There are however many challenges to overcome on the way.

## Goldfreeze Sustainability Mark

We have launched our Goldfreeze Sustainability Mark which we are implementing across our product ranges.



Sustainability Mark is given to products that meet criteria including:

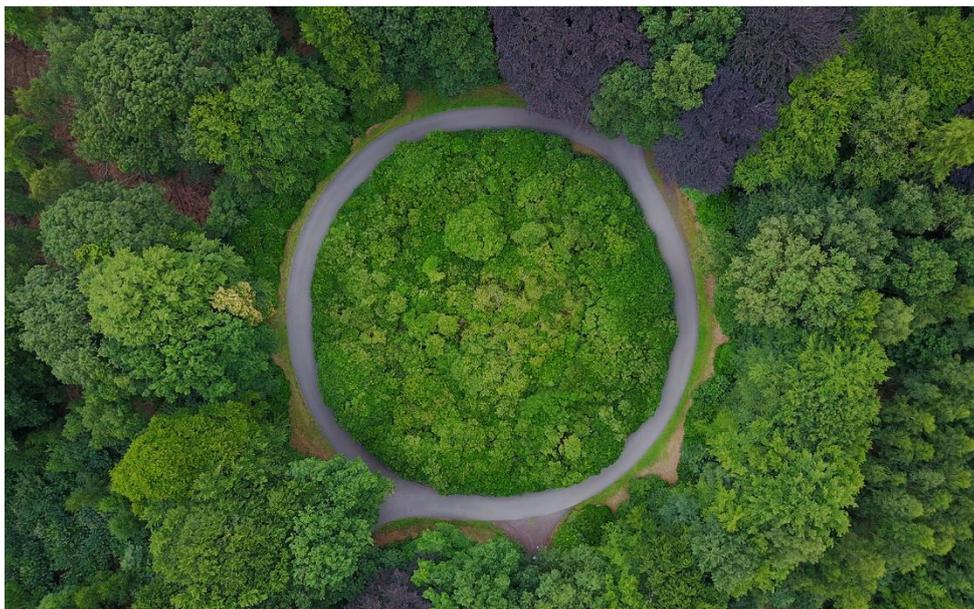
A review of all materials to maximise the use of sustainable content

Production partners working to EN ISO 14001

Successful annual SMETA or BSCI Audit

In the future we will be adding recycling as a key-criteria as we develop our sustainability plan and working with industry partners towards a goal of zero landfill for any of our products at the end of their lifecycle. We understand this is an ambitious target where in some cases the technology does not currently exist. We are convinced that textile and apparel recycling need an industry wide response and we are committed to being an early adopter of any opportunities to do so.

In our view, sustainability is not something we simply 'do'. It is something we are encoding into our corporate DNA. It is perhaps the toughest challenge we and global industry face, delivering sustainable products at a viable and competitive price. However, the journey itself comes with some rewarding and creative opportunities for new ways of working and new product innovation.



## Corporate Social Responsibility (CSR)

### Our Definition:

Our CSR policy outlines our efforts and aspiration to give back to the world as it gives to us and to do no harm.

### Scope:

Our CSR policies apply to business and associated businesses, suppliers, and partners.

We believe that our company's social responsibilities fall into two categories, **compliance**, and **engagement**.

### Compliance:

#### Legal Standards

We ensure that our business partners comply with all applicable legal standards and requirements of the country in which they are operating, as well as conforming to those of the United Kingdom. We take steps to ensure that International Labour Organisation (ILO) and United Nations (UN) recommendations are adhered to specifically under UN SDG Goals

Good Health & Wellbeing

Gender Equality

Responsible Consumption & Production and Climate Action

We monitor these through use of **SMETA** or **BCSI** annual audit and twice-yearly factory inspections (see below)



#### Child Labour

We define child labour as anyone under the age of 16 years, however the ILO define a child labourer as anyone less than 14 years of age. We require our suppliers to declare anyone under the age of 16 working directly or indirectly in the production of our products. We also require our partners to clearly state what education provision, working conditions and pay any under 16-year-olds are receiving.

## **Environmental Standards**

All our business partners must adhere to the laws of their nation regarding the protection and preservation of the environment. As a minimum we require partners to be certified or working towards **EN ISO 14001** for environmental standards.

## **Working Conditions**

We are committed to providing a safe and healthy place of work and to treating employees fairly and in compliance with the law. All our partners must share in this commitment. We recognise that cultural differences exist, and standards vary from country to country but as a minimum we expect our partners to adhere to the following:

- Health, safety, and other workplace standards must meet all local laws and safety regulations.
- Employees must not be discriminated against because of personal characteristics or beliefs.
- Employees must be compensated fairly for all hours worked and at rates that meet local industry standards.
- Worker housing, where provided must meet the same standards for health and safety as the workplace.

Compliance with these standards is a contractual requirement for all our supply partners. They are agreed in writing as terms of engagement and monitored annually. We are members of SEDEX. Registration Number **ZC280200256**. We ensure all partners undertake the SEDEX Members Ethical Trade Audit (SMETA) or BCSI Audit annually

## **Data Protection**

We are registered with **the Information Commissioner's Office** as holding data. We have robust systems for secure data storage, access, and management.

## **Quality Standards**

Goldfreeze Ltd is an ISO9001 registered company.

All our PPE Products are certified to relevant EN:ISO & CE standards. We are migrating to UKCA certification by the end of 2021.

## **Bribery**

Goldfreeze Ltd does business in a transparent and ethical way. We stand against bribery, corruption, and graft here in the UK and overseas.

We define bribery as an inducement or reward, offered, provided, or received, in order to gain contractual, commercial, regulatory, or personal advantage.

Goldfreeze Ltd employees comply with our bribery policy in how business is conducted worldwide. We understand our obligations under the **Bribery Act 2010** and will never seek to win or award business on the bases of illegal or unethical incentives or reward. These include gifts, entertainment and use of position or authority under any circumstances.

## Engagement

### Community

We donate financial support to **Sleaford Rugby Football Club**. The club has received awards and funding for its comprehensive community programmes that include youth, ladies, senior and veterans' rugby. The club is at the heart of the local community, and the facilities are used extensively for organising charity events, community meetings and NHS training.

We employ mostly local staff based in the Sleaford area. Staff have the option to work from home where practical and we have colleagues whose role allows them to be permanently home-based.

### Charitable Donations

We are fortunate enough to live and work in a land of plenty and to have the privilege of clean water, education, a welfare system and above all hope.

We seek to share that hope through charitable donations either directly or through donations of prizes for customer charitable events. As world citizens, we are in the process of evaluating several global charitable partners for donation and sponsorship opportunities.

Going forward we will formalise a percentage of our profits that we would like to use to help large scale projects in poorer countries to support the work of established NGO's and UN agencies. We do this because like many of our fellow citizens we believe it is the right thing to do in support of our UN goals.



# Environmental Statement

## 1. OVERVIEW

**Goldfreeze Ltd** strives to be a leader in environmental sustainability and believes that a successful future for our business and the customers we serve depends on the sustainability of the environment communities and economies in which we operate.

As a responsible corporate & world citizen, we bear a responsibility to consider the impacts of our actions and how they affect the environment both directly in terms of our own operations, and indirectly through our purchasing decisions, the products and services we offer to our customers and the business opportunities we explore.

We are committed to minimizing the impact of our operations on the environment and to demonstrating leadership by integrating environmental considerations into all our business practices.

## 2. SCOPE

The requirements of this policy apply to all entities and employees of **Goldfreeze Ltd**.

Although this policy applies to all entities and employees as the primary actors responsible for its implementation, the audience for this policy is those stakeholders affected by its implementation. These include customers, supply partners, regulatory bodies, authorities within the countries we operate and international stakeholders.

## 3. GOLDFREEZE LTD - COMMITMENTS & GOVERNANCE

We want our sourcing strategy, products, and production methods to be part of a sustainable society. We are committed to three main areas of governance in how we engage with our environmental responsibilities:

## A. Environmental Governance

### **Protect the Environment:**

- **Goldfreeze Ltd will** protect the environment, including preventing pollution, through responsible management of our operations, sourcing and supplier selection.
- Will give appropriate weight to this environmental policy when making future planning and investment decisions.
- Will design products to reduce their adverse environmental impact in production, use and disposal. Our aim is to contribute to the circular economy.
- Will reduce resource consumption, waste, and pollution in our operations. Our aim is carbon net neutrality by 2030.

### **Compliance:**

- **Goldfreeze Ltd** will comply with, or exceed, our environmental obligations, including taking a proactive approach regarding environmental legislation that affects our business.
- We will actively seek to make all our Goldfreeze brand products fully recyclable at the end of their life at the earliest opportunity to have the minimum possible impact on our planet.

## B. Operational Governance

### **Objectives and Targets:**

- **Goldfreeze Ltd** will set SMART annual environmental targets and objectives across the business to achieve continual improvement and sustainable development;
- Will establish and periodically review and report progress on objectives and targets in the pursuit of continual improvement in our environmental impact for the purpose of enhancing our environmental performance and ongoing prevention of pollution.

### **Our Operations:**

- **Goldfreeze Ltd** will minimize the environmental impacts of our own operations through best practice management of our use of *energy, transportation, material consumption, water use, waste, and emissions*;
- Will audit suppliers, and work with distributors, customers and in the future recyclers of our products to adopt the same environmental principles as **Goldfreeze Ltd**.

### **Purchasing Decisions:**

- **Goldfreeze Ltd** will consider the environmental performance of our suppliers and the environmental attributes of products and services in our purchasing decisions; These will be documented in our supplier evaluation documentation and monitored annually. Our supplier goals and expectations are set out in our annual Sustainability & Responsibility Report.

### **Audit**

- **Goldfreeze Ltd** will ensure adherence to our established environmental policy via periodic internal and external audits including SEDEX, Supplier evaluation, supplier SMETA & BCSI reports, maintaining our ISO9001 status and seeking suppliers who have or are working to ISO14001 compliance.

## **C. Engagement and Transparency**

### **Employees:**

- **Goldfreeze Ltd** will raise employee awareness and support employee creativity and enthusiasm with respect to implementing our environmental policies, guidelines, programmes, and initiatives.
- Will continually promote environmental awareness, responsibility, and best practices and to support the environmental sustainability culture of our company through education and in-house initiatives to reduce our environmental footprint.

## Reporting:

- **Goldfreeze Ltd** will report transparently on our internal environmental performance through our company website and annual Sustainability & Responsibility Report
- **Goldfreeze Ltd** will seek every possible opportunity to learn and grow as an organization through best practice and early adoption of evidence based environmental research.
- **Goldfreeze Ltd** will seek association with domestic and international organisations and initiatives to improve and benchmark our environmental practices. These will include:
  - The United Nations
  - Notifying certification bodies
  - Environmental organisations
  - Trade bodies
  - Government agencies & legislation

**Goldfreeze Ltd** is committed unequivocally to best practice and environmental safeguarding in how we do business



## Modern Slavery & Human Rights

As Goldfreeze is adherent to the **UN Declaration of Human Rights**, slavery of any kind is abhorrent to everything we stand for. Goldfreeze expects everyone working with us or on our behalf to support and uphold a zero-tolerance approach to modern slavery in our organisation and our supply chain. Our mature supply chain fully supports these values as evidenced by successful annual SMETA & BSCI audits.

For any new suppliers we recruit, we insist on Social Accountability International ([www. sa-intl.org](http://www.sa-intl.org)) SA8000 certification to underpin the new relationship based on mutual and internationally recognised standards.

If we find that individuals or organisations working on our behalf have breached this policy, we will ensure that we take swift, robust and appropriate action. This will range from insistence that breaches are remediated immediately to terminating business relationships or employment.

## About Goldfreeze

One of the UK's fastest growing specialist cold PPE brands. Goldfreeze Ltd supplies major multiples, cold chain distribution partners, food industry and the public sector including the NHS with cold store, freezer and chiller clothing and PPE accessories.

The business is building its brand presence on a strategy of disruptive innovation, sustainable products, and a price leading offering. The company is privately owned and operates globally.

We are convinced that our growth and long-term future are inextricably linked with our ability to embrace sustainability and social responsibility.

Our key values such as sector disruption, innovation, product efficacy and price leadership will all start form a place of sustainability and be implemented with socially responsibility.

Time and options are running out for the current **take, make and waste** model. As we have seen in recent years, modern thinking spreads rapidly. Things that were 'normal' a few years ago such as excessive presentation packaging, are now seen as unacceptable. We know our customers and stakeholders will demand more sustainable, innovative, and responsibly made PPE from us going forward. We want to exceed their expectations and lead our sector in meeting the demand for greener, better, and more socially acceptable products.



**Tarek Hayat** MBA RN  
Managing Director  
For and on Behalf of **Goldfreeze Ltd**

June 2021



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