

NORTHERN BL°C

SUSTAINABILITY REPORT

2024 - 2025



**CREATING A SUSTAINABLE FUTURE.
ONE SCOOP AT A TIME.**

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HELLO FROM TEAM NB°C

In 2024, NORTHERN BL°C celebrated its 10th Birthday.
And what a ride it's been.

We've come a long way since serving up our first scoops from our vintage ice cream van at street food festivals. We've been pushing boundaries and making ice cream that's better for people and the planet. And that's what drives us. We're building a business that stands for something.

Also in 2024, we were acquired by the Bidfood Manufacturing group. We still operate independently within the group which means we still call [most of] the shots. It just means we're able to continue developing new plant-based flavours, partner with some very exciting brands [hello, Virgin Atlantic and National Trust]. Plus it has allowed us to ramp up our sustainability efforts and begin our Carbon Accounting journey.

None of this happens without our team. The passion and dedication is what makes NORTHERN BL°C what it is. From our NPD team experimenting with the latest ingredients, the chefs putting our scoops on their menus, and every ice cream lover out there – thank you.

We're buzzing for what's next – more bold flavours, more positive change, and more damn good ice cream.

NORTHERN BL°C

WE MAKE GREAT ICE CREAM

At NORTHERN BL°C we believe Ice Cream is meant to be indulgent; enjoyed at any time, by anybody. Since 2014, led by co-founders Dirk & Josh, we've worked hard to make that happen.

We've created some truly exciting, innovative flavours for both retail and food service - as well as perfecting our evolving plant-based ice cream range. Using high quality ingredients and a chef's approach to flavour, we're on a mission to do ice cream right.

We have continued to grow and in 2022 we invested in a new state-of-the-art production facility which has enabled us to future-proof our business, while also setting goals to exist more sustainably.



EXPERTS IN ICE CREAM

The genius behind our recipes comes from our incredible NPD team [shout-out to Rachel] who bring together the awesome fusion of science and art that make our product so great. We strive for perfection, experimenting with new techniques, flavour profiles and ingredients.

Our recipes are studied down to a molecular level to ensure no artificial flavours, colours or preservatives are required. Dedicated the last 10 years to the development of an innovative vegetable based fibre, exclusive to NB°C, it has allowed us to make real life magic happen — all from a lab, at our HQ, in Leeds.



Premium Gelato /
Ice Cream hybrid
with low over-run for
a denser, creamier
mouth-feel.

Slow
melt-rate.

Easy to scoop /
quenelle straight
from the freezer.





OUR JOURNEY SO FAR...



Using a chef's approach to flavour and high quality ingredients, we're on a mission to do ice cream differently - by doing it right.



Our first base was in Armley, Leeds. The team was small and we sourced a lot of our ingredients from local markets.



Our award winning NPD team fuses art with molecular science to get that next-level taste.



Leeds City Council were one of our first supporters and so we began supplying our local theatres with our 100ml tubs.



In 2022 we moved into our new state-of-the-art factory where we can produce over 380,000L of ice cream a month. That's the equivalent of over 3.8 MILLION 100ml tubs!



2014 - STREET FOOD BEGINNINGS
Our story began with a 1970's ice cream van and big dreams.



2018 - ICE CREAM FOR ALL
We're leading the way in plant-based innovation. Never a compromise - just that same great taste!



Our team is now a lot bigger but we'll continue to challenge perceptions, from others and ourselves, on just how good you can make an ice cream taste.

**BRCGS AUDITED
AA RATING**

**Sedex[®]
MEMBER**

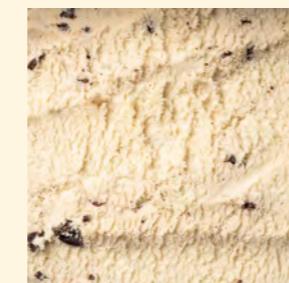
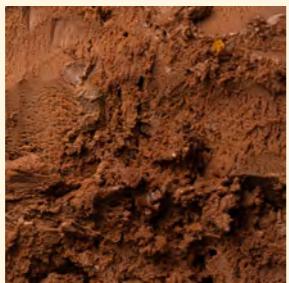


NORTHERN BL°C | *Criterion[®]*
MARINE ICES

In 2022 Criterion and Marine Ices joined the NORTHERN BL°C family. Criterion and Marine Ices continue to produce the same delicious recipes their customers know and love, the only difference is that it is now produced in NORTHERN BL°C's high-capacity, state-of-the-art facility. Criterion and Marine Ices are now able to reach more ice cream fans than ever before, and we're able to meet growing demand more quickly and efficiently.

The NORTHERN BL°C team's expertise in plant-based ice cream, marketing, and creative innovation is helping to shape an exciting future for all of the brands included in the NB°C family.

Together we're committed to crafting exceptional ice cream experiences for everyone to enjoy.



WE MAKE OVER 100 PRODUCT LINES AT OUR
NEW FACTORY. THAT'S DOUBLE THE AMOUNT
COMPARED TO 2022!

OUR MISSION

At NORTHERN BL°C, sustainability isn't just a goal. We're taking steps to make sure it's at the heart of everything we do. This report provides a transparent look at our progress, challenges, and commitments as we work towards a more responsible future.

From reducing waste and supporting ethical suppliers to creating an inclusive workplace. We want to make sure that sustainability runs through every part of our business. We're working towards Net Zero, and setting ambitious environmental and social targets. We want to demonstrate that indulgence and responsibility can go hand in hand.

This report outlines our key focus areas: environmental impact, social responsibility, and governance. Covering all aspects of our operations, from manufacturing and sourcing to distribution and office practices. While based in Leeds, our efforts extend across our whole supply chain and beyond.

We know sustainability is a journey, not a destination. And we're not afraid to be a work-in-progress. We're continuously learning, evolving, and pushing for better, because great ice cream shouldn't come at the planet's expense.

Together with our team, partners, and customers, we're redefining ice cream. No compromises. No short cuts. Just damn good ice cream crafted with the future in mind.



**THESE ARE SOME OF
OUR OG ICE CREAM
MACHINES**



OUR FOUNDATIONS

We didn't set out to be disruptors but we're bold in our convictions. We're not afraid to try new things or challenge the status quo in the pursuit of the best product out there. We love what we do and we're good at it. IT'S ICE CREAM. DONE DIFFERENT. DONE RIGHT.

We're constantly asking questions, learning, re-evaluating and experimenting. We want our company to produce tangible solutions that contribute towards a more sustainable way of living, for everyone. Ice cream alone can't change the world. But we can make an impact through the ways in which we're working, what we're making and how it's distributed- whether that's just down the road or on the other side of the globe.

From the ingredients we source to our packaging and distribution channels, we're always asking ourselves if there's a better way. It's how we've run NORTHERN BL°C from the start. We truly believe that ice cream is for everyone and so we launched an indulgent plant-based range.

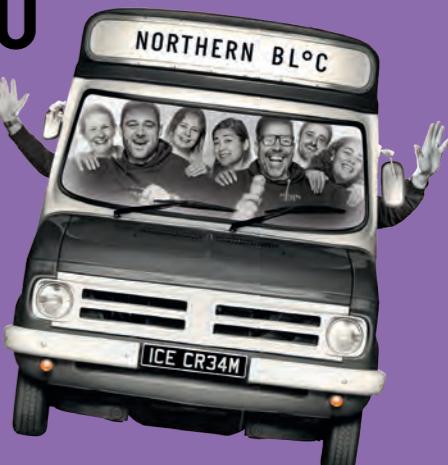
In 2020 we were the first UK brand to get biodegradable tubs into retail. These are just some of the ways we're innovating via invention. If it doesn't exist, we make it happen ourselves. We'd like to say that it all comes naturally; that we're superheroes for sustainability or have been gifted with insight into how to do things right. The truth is, we're just like everyone else. Except that we're not scared to ask the big questions. And then we set out to find the answers.

PIONEERING
CHALLENGE THE NORM &
LEAD THE WAY

RELENTLESS
PURSUE PERFECTION

URBAN
STAY TRUE TO OUR ROOTS

ALCHEMISTS
APPLY SCIENCE TO
INNOVATE



OUR VALUES

We're taking on Bidfood's values, not out of obligation but because they genuinely reflect what we stand for.



OUR PEOPLE

We're proud to now offer comprehensive health and wellbeing support for the team.

We ensure we are a diverse and inclusive business.

OUR PLANET

We're working on being more sustainable by taking action on our ingredients, carbon emissions, plastics and waste.

We have set ourselves targets, detailed throughout this report, which require us to be accountable.

OUR CUSTOMERS

We support our customers by sourcing responsibly, protecting workers rights and offering lower carbon options.

OUR COMMUNITIES

We're supporting our community by encouraging volunteering within our workforce, supporting food donation schemes which address food poverty and reduce waste. While also actively supporting local community initiatives.

OUR PRINCIPLES

We run our business based on a strong set of ethics and values. We hold ourselves and our stakeholders accountable.

We will be producing a sustainability report annually and reporting on our goals and targets.



OUR FOCUSES

SUSTAINABLE DEVELOPMENT GOALS

At NORTHERN BL°C, we're driven by a simple but powerful vision: to produce great ice cream whilst supporting a fairer society and better environmental outcomes. We believe that even the smallest actions can contribute to meaningful change. By focusing on a few goals, we're guiding our sustainability efforts and striving to create a positive impact.

Each goal is interconnected, highlighting the importance of economic growth, social inclusion, and environmental protection. Here's a quick overview of the goals that are guiding our journey...

Reduce Inequalities & Boost Equity

We uphold fair employment practices. Implementing equality policies alongside our ethical trading practices. Plus we're introducing relevant training for managers which include modern slavery training, discrimination training and leadership training - plus lots more along the way!

Partnerships For Good

We're partnering with local businesses, close to our hearts, and aim to support re-wilding and biodiversity projects. We'll continue working with charities that contribute to improving the lives of others e.g. supporting the work of FareShare, Left Bank and Martin House.

Responsible Consumption and Production

We're committed to eliminating single-use plastics and reducing waste across all areas of our business. To support this goal, we'll be updating our sourcing and environmental policies to better reflect our sustainability values. In addition, we'll assess our on-site energy consumption and waste management practices, while working closely with suppliers to enhance the overall sustainability of our supply chain.





MANUFACTURING: WHAT'S OUR FOCUS

We're also governed by the requirements set out by our manufacturing group. At our Leeds factory we not only produce NB°C, Criterion and Marine Ice Cream. We also produce white label and bespoke products for other brands which are, of course, included in our plans. This means we're presenting our carbon footprint and sustainability plans as a factory - not just as NB°C.

These targets will help to focus our sustainable practices. Some of these targets include, but are not limited to; achieving Net Zero by 2045, eliminate problematic or unnecessary single-use packaging, 100% reusable, recyclable or compostable packaging, managing risks of modern slavery in our operations via modern slavery training etc, an updated animal welfare policy, encouraging employee volunteering days, and continuing to improve on our health and wellbeing strategy. Another target set for us is that we commit to 63% less food waste (as a % of all food handled). However, we already don't have much food waste as we donate all of our unsold stock to FareShare.

Whether these targets are local improvements or ones that look at the bigger picture, we believe that they all play an equal part in making a positive impact on our communities and ensure we're treading lightly on the planet.



**100% RECYCLABLE
PACKAGING**



**STRENGTHEN OUR
MODERN SLAVERY POLICY**



**63% LESS
FOOD WASTE**



**EMPLOYEE
VOLUNTEERING DAY**

OUR PROGRESS WITHIN MANUFACTURING

Below are just some of the targets we are working towards. We wanted to highlight these targets to demonstrate that we are working on a lot of sustainable initiatives behind the scenes and making progress.

TARGET	STATUS	OUR ACTIONS
NET ZERO BY 2045	IN PROGRESS	We have begun our carbon accounting journey with CarbonCloud. Once the results have been finalised, we will begin focusing on reducing carbon emissions in our supply chain.
UPDATE MODERN SLAVERY POLICY	IN PROGRESS	We're strengthening our existing policy and managing risk of modern slavery in our operations via modern slavery training etc.
UPDATE ANIMAL WELFARE POLICY	IN PROGRESS	We have created our first draft of our new Animal Welfare policy and are in contact with our dairy suppliers to begin discussions on what improvements can be made.
63% LESS FOOD WASTE [As a % of all food handled between 2020 and 2030.]	IN PROGRESS	We work with FareShare to reduce our food waste by donating all of our unsold stock. However we're also looking to see how we could utilise Anaerobic Digestion to further reduce our ice cream waste. Our food waste is already very minimal.
100% RECYCLABLE PACKAGING BY 2028	ALMOST COMPLETE	Our Napoli packaging is 100% recyclable. However, we are looking into alternative materials to reduce the plastic content. Our 100ml packaging is also recyclable, minus the spoon. So we're working on a solution!



TARGET	PROGRESS	OUR ACTIONS
>85% RECYCLING RATE AT FACTORY	IN PROGRESS	On the 31st March 2025 we implemented a new recycling and waste initiative. We are now beginning to monitor and track our waste and recycling rates in order to make progress.
BUILD PARTNERSHIPS WITH ORGANISATIONS AND CHARITIES	IN PROGRESS	We are already supporting charities like Martin House but we wish to expand our good deeds and further support our community, protect the wildlife and support biodiversity projects. Exciting partnerships are coming - watch this space!
30% AVERAGE RECYCLED CONTENT IN PLASTIC PACKAGING	IN PROGRESS	We're working on sourcing alternative packaging from suppliers that meet this requirement such as 100% PCR Pallet wrap. And alternative PCR Napoli Packaging.
EDI STRATEGY	COMPLETED	We have created a strategy that defines the purpose, mission and vision for a diverse and inclusive culture, including key milestones for implementing the strategy.
EMPLOYEE VOLUNTEERING POLICY	STARTING SOON	We're aiming to launch an initiative which sees Team NB°C take to the streets and take on volunteer work to support our community.

See appendix for full targets we will be working towards.



WE'RE REDUCING OUR CARBON FOOTPRINT

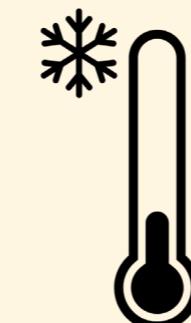
Whether we're tackling site-specific actions or bigger-picture issues, we pinky-promise we're taking the necessary steps to improve the way we do business. Here are just a few things we've done and are working on...



We're looking into improving our energy consumption by switching to LED lighting, motion sensors and discussing the possibility of solar!



We're using CarbonCloud to understand the true footprint of every ingredient. It's helping us make smarter sourcing decisions by selecting suppliers and ingredients that keep our carbon impact low without compromising on quality or flavour.



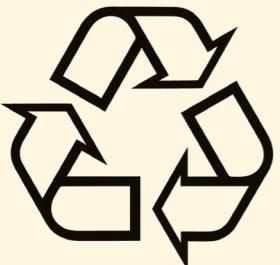
We're upgrading our freezer doors to reduce the amount of energy wasted when they're open.



We're stepping up our recycling game, working with suppliers to cut unnecessary packaging, exploring anaerobic digestion, and embedding circular economy practices in our operations.



Almost 50% of our range is plant-based with flavours approved by the Vegan Society.



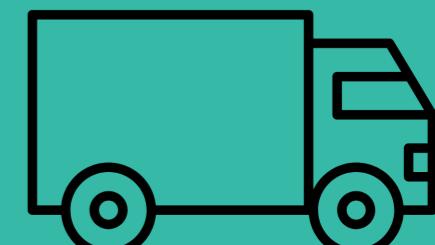
Our 100ml tubs and spoons are now fully household recyclable (we switched to card spoons).



We're innovating in NPD and switching to a fava bean base in our plant-based recipes which should reduce our carbon footprint. This mighty bean will also improve taste and texture- BONUS!

**ZERO
CARBON
COMPANY**

Full footprint, full action. We're starting to map Scope 1, 2 & 3 emissions to cut impact across our supply chain.



We're switching our haulier to reduce breakages and therefore less waste!

Ice cream relies heavily on dairy, sugar, and other agricultural products. Unsustainable farming practices can lead to soil degradation, water scarcity, and biodiversity loss. Supporting sustainable agriculture and biodiversity projects ensures long-term availability of quality ingredients.

CARBONCLOUD

At the end of January 2025, we wrapped up our first carbon accounting project with CarbonCloud, as part of our ongoing commitment to do business better.

CarbonCloud helps us see the bigger picture - and the small details. Using CarbonCloud's platform, we can track the carbon footprint of every ingredient we use, from field to freezer. By mapping emissions across agriculture, processing, packaging, transport, and storage, we get a detailed breakdown of where our biggest impacts sit. And by understanding where our impact lies, we can focus on what really matters: cutting emissions, making smarter choices, and doing ice cream right.

This isn't just a box-ticking exercise. It's data with purpose. We're already starting to use what we've learned to choose lower-carbon ingredients. It's all part of our journey to make brilliant ice cream that's better for the planet - and prove that sustainability isn't just an add-on. It's an integral part of our business moving forward.

**IDENTIFYING
AND SOURCING
LOWER-CARBON
INGREDIENTS**

**INVESTING IN
ENERGY-EFFICIENT
PROCESSES
ACROSS OUR
PRODUCTION**

**CARBON YOU CAN COUNT
ON**

The platform's data is aligned with GHG Protocol and ISO 14067 standards, ensuring carbon reporting is as accurate as possible.



SCOPE ONE

Direct emissions from our operations. For example, fuel in our delivery vans and natural gas used in manufacturing equipment.



SCOPE TWO

Indirect emissions from the production of the energy we use. So electricity used in manufacturing and office operations.



SCOPE THREE

Indirect emissions from our supply chain associated with the production and distribution of our products.

2025 TARGETS



DEVELOP A ROAD MAP TO NET ZERO.



IMPLEMENT A CARBON DATA PLATFORM WHICH ALLOWS US TO TRACK OUR CARBON EMISSIONS.

WORK IN PROGRESS

USING DATA FROM CARBONCLOUD, ANALYSE WHERE IMPROVEMENTS CAN BE MADE THROUGHOUT OUR SUPPLY CHAIN.

WORK IN PROGRESS

STREAMLINE AND IMPROVE OUR FACTORY & OFFICE RECYCLING.

WORK IN PROGRESS

SET UP A SUSTAINABILITY TRAINING SESSION FOR THE WHOLE TEAM.

WORK IN PROGRESS

BOOK AND COMPLETE A SMETA AUDIT.

Throughout 2025 and beyond here will be plenty of 'easy-wins' that allow us to work towards our sustainability targets such as updating the lighting in our factory and office. However we also know that there is going to be a lot of collaborations across departments and throughout our supply chain that require innovation and time. Just know, that we're committed and we're in this for the long haul.



CARBONCLOUD RESULTS

Our initial climate footprint results focus on our supply chain practices, as we recognise that this is where our most significant impact and opportunity for change lies. The supply chain extends far beyond our HQ in Leeds and our customers in the UK; it's a global network that connects us to farming communities in Africa, Italy, and beyond. While we prioritise sourcing locally whenever possible, some essential ingredients, like cocoa, simply cannot be produced in the UK. In these cases, we are committed to sourcing the highest quality ingredients in the most responsible and sustainable way.

Given the nature of our business, our highest emission contributors come from cocoa, sugar, and dairy. CarbonCloud's analysis reinforced the fact that emissions can vary significantly based on recipe formulation and production methods.

Our findings highlight that FLAG (Forest, Land, and Agriculture) emissions make up the most significant portion of our carbon footprint, further emphasising the impact of agriculture. This insight pushes us to critically assess our recipes and explore opportunities to reduce emissions while maintaining quality and sustainability.

As you might expect, our vegan ice creams and sorbets are the lowest emitters because they don't contain dairy. In fact, our sorbets have the smallest Carbon footprint of all. We'll update you with the finer details as soon as we receive them!

Packaging also plays an important role in our emissions. Our 100ml perfectly portioned tubs have higher emissions footprints than our Napoli's, simply because of their higher packaging-to-product ratio. It's a key area we're looking at as we continue to find ways to reduce our environmental impact without losing the convenience people love.

By continuing to analyse our supply chain, recipes, and packaging choices, we can easily identify where changes will have the most meaningful impact - ensuring that every scoop of our ice cream is as responsible as it is indulgent.



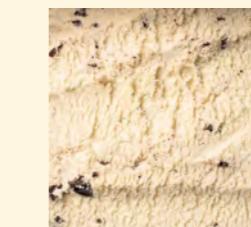
DAIRY



CLOTTED CREAM &
HONEYCOMB



SALTED CARAMEL
FUDGE



PEPPERMINT CHIP



MADAGASCAN BOURBON
VANILLA



CHOCOLATE
SEA SALT



COOKIES & CREAM



WHITE CHOCOLATE
& POPCORN



BANOFFEE PIE



BLACK TREACLE



STRAWBERRY



SICILIAN LEMON SWIRL



GINGER CARAMEL

OUR VEGAN ICE CREAMS AND SORBETS ARE OUR LOWEST CARBON EMITTERS



VEGAN & SORBETS



CARAMELISED BISCUIT



CARAMEL SEA SALT



MADAGASCAN BOURBON
VANILLA



RHUBARB & RASPBERRY



STRAWBERRY & YUZU



CHOCOLATE
BLOOD ORANGE



ALPHONSO MANGO &
PASSIONFRUIT SORBET



FOREST BERRIES
SORBET



SICILIAN LEMON
SORBET



RASPBERRY & SORREL
SORBET



They're calculating our
Scope 1, 2 and 3 emissions!

ZERO CARBON COMPANY

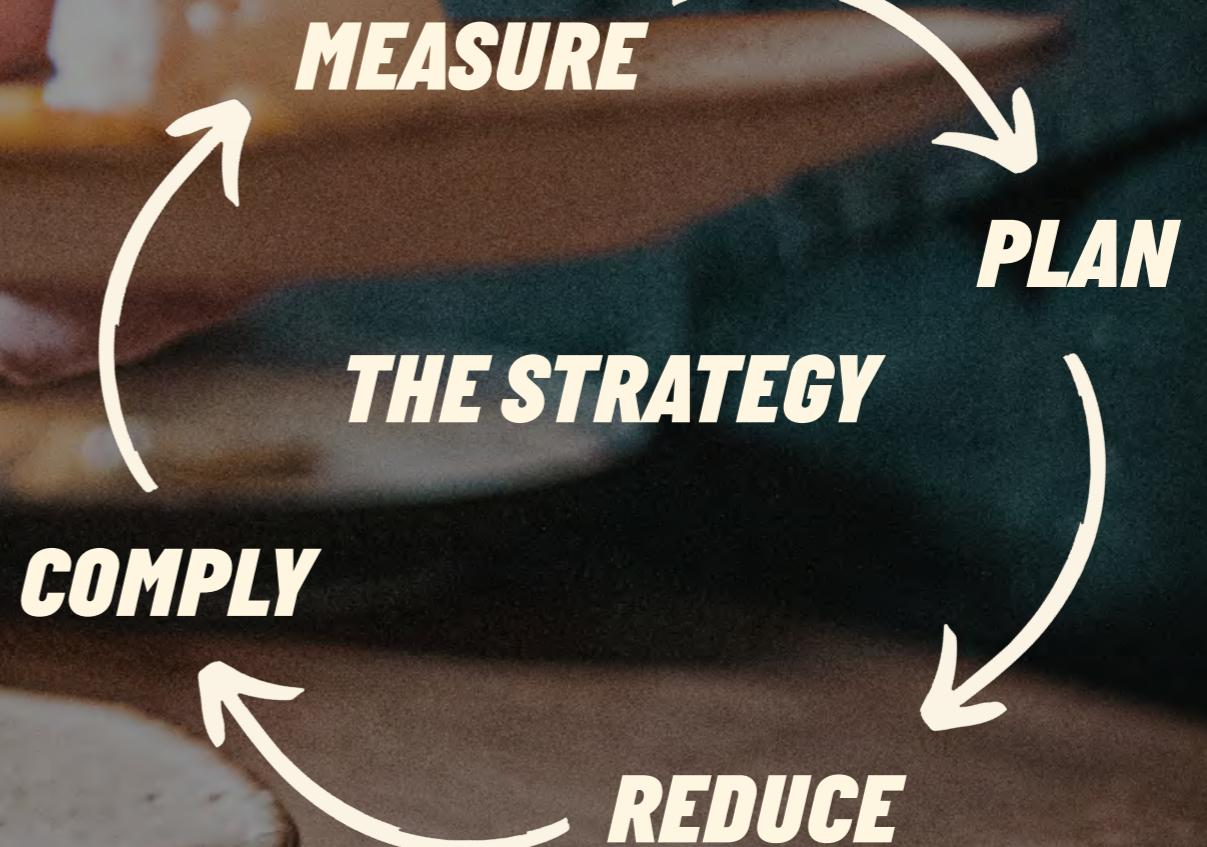
Zero Carbon Company are helping us to build a clear, credible and actionable route to net zero.

As we begin our journey with them, we are supplying our key operational inputs: the ingredients we use, suppliers, fuel consumption across our transport, mileage, and energy usage from our factory. With that data, they will calculate our Scope 1, Scope 2 and Scope 3 greenhouse-gas emissions, giving us a baseline from which to act.

Why is this important? Because without understanding where our biggest emitters are across the business, we can't target resources and effort effectively. Through this initial measurement phase, we will gain clarity on which parts of our operation contribute most to our footprint.

With this data in hand, we can then collaborate with Zero Carbon Company to design a meaningful, proactive reduction plan. That plan will prioritise high-impact opportunities and set realistic targets.

In short: we're just starting, but we're starting with purpose. By partnering with a trusted specialist, providing full transparency of our data, and committing to measurement before we rush into action, we're laying the groundwork for a decarbonisation journey that is credible and affective. Over time we'll move from "what are our emissions?" To "where can we reduce?" to proving "How much did we cut?" And that is how we'll deliver tangible sustainability.



DAIRY SOURCING

We don't own a farm. We don't have our own herd. We're based in the heart of Leeds city centre and this means we have to get creative when it comes to sourcing more sustainable dairy.

We acknowledge that dairy production can have a significant environmental impact, including greenhouse gas emissions, high water consumption, and land use challenges. And going forward, dairy will be a key area which we are keen to tackle! We are committing to sourcing high-quality milk which prioritises sustainability and animal welfare. We just need to

We're currently working with UK-based dairy suppliers who uphold UK and EU standards of farming, ensuring that cows are well cared for, healthy, and managed in accordance with welfare policies. These suppliers adhere to national assurance schemes, such as Red Tractor, that aim to promote responsible farming practices, including regular audits to maintain standards of care.

However, we know we need to do more. To mitigate the unsustainable effects of dairy we're taking proactive steps to reduce our environmental footprint, such as researching how biodiversity projects can play a role in our strategy. We plan to have open discussions with our suppliers on what improvements can be made at farm-level to promote further sustainable practises. We're also speaking to key figures who are pioneering farming techniques which look to reduce the carbon footprint of dairy. So while we are yet to make significant strides in this area - it's top of our priority list!

We strive to balance high-quality ingredients with a responsibility to our planet, ensuring that sustainability is considered at every stage of our supply chain. This is why we're updating our sourcing standards.

SUSTAINABLE SOURCING

We aim to work with suppliers who are leaders in sustainability and animal welfare, ensuring a higher level of responsible dairy production.

SUPPLY CHAIN TRANSPARENCY

We'll maintain strong partnerships with our suppliers, encouraging transparency and accountability in environmental and ethical practices.

ALTERNATIVE INGREDIENTS

We're all about having options and so we continue to explore plant-based alternatives that have a lower environmental impact while maintaining the quality and taste our customers expect.

ENERGY EFFICIENCY

We're implementing energy-saving measures across our production facilities, from upgrading to more efficient equipment to optimising processes that reduce energy consumption.

WASTE REDUCTION

We're focusing on minimising waste at every stage of production, optimising packaging materials, and improving recycling efforts.

ROAD TO NET ZERO



BASELINE ASSESSMENT

We're conducting a comprehensive emissions audit which will be completed by 2026.



INTERIM TARGETS

2030: Aim for a 50% reduction in carbon emissions.
2040: Target a 70% reduction.
2045: Achieve net zero emissions.



We'll be setting targets to improve energy efficiency, investing in renewable energy, lower carbon transportation, lower impact packaging and supply chain engagement.



Consult industry guidelines to support our journey to Net Zero.



POLICY COMPLIANCE

We aim to stay ahead of the game and go above and beyond when it comes to complying with government policies and regulations.



STAKEHOLDER ENGAGEMENT

Educate staff on sustainability practices and encourage participation in initiatives.



INNOVATION

We'll explore reformulating products in order to lower their carbon footprint such as sourcing alternative ingredients.

WE'RE HERE TO DO GOOD - FOR PEOPLE AND THE PLANET.



PREMIUM INGREDIENTS



POSITIVE CHANGE



SUPPORTIVE COMMUNITY



TEAM NB°C

We've said it before, but we know how to make great ice cream. What's just as important though is having great people to make it happen. Over the past 10 years, we've been incredibly fortunate to work with some seriously talented individuals, and together we've built a team that's as supportive as it is collaborative. Team NB°C really is our secret ingredient.

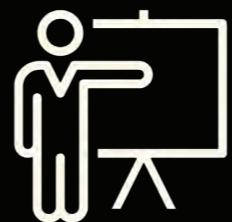
At NORTHERN BL°C, our culture is rooted in respect, support, and teamwork. We prioritise safety above everything, for both our team and our customers, and we're proud to have achieved **BRCGS AA status**.

We're all about listening and learning, which is why we have a suggestion box for the team to share ideas on how we can do better. One idea we've already brought to life is the Employee of the Month scheme (which was voted for by the team) to shine a spotlight on those who go above and beyond.

It's also crucial to us that NB°C is a fair, inclusive, diverse, and flexible workplace. We're committed to doing things the right way. We're creating a workplace that's not just enjoyable but one to be proud of.

WORKING AS A TEAM

It is vital to us that everyone has a say in shaping the future of the business and making a real impact. We're proud to have built a culture where people aren't afraid to speak up and call out where we can do better. That's exactly why we ran a survey, giving the whole team a chance to share their thoughts on our current sustainability practices. Below is a snapshot of what we learnt. We're right at the start of this journey, so the feedback didn't come as a surprise, but it's given us a clear idea of where we need to crack on and make changes.



SUSTAINABILITY
TRAINING



GOALS &
TARGETS

COMMUNICATION IS KEY



WE NEED TO ROLL OUT MORE SUSTAINABILITY TRAINING SO EVERYONE GETS WHAT WE'RE AIMING FOR AND WHY WE'RE SETTING SPECIFIC TARGETS AND GOALS.

SET CLEAR, ACTIONABLE TARGETS FOR EACH DEPARTMENT AND PUT PROCESSES IN PLACE TO TRACK OUR PROGRESS.

CONSIDER IT DONE!



FAIRNESS & INCLUSION

These aren't just buzzwords. They're how we do business. From our team to our suppliers, we're all about treating people right. We work with ethical suppliers and champion local, making sure everyone in the process gets a fair deal.

Our team is made up of people from all walks of life, because great ideas come from everywhere. Inclusivity is at the heart of what we do, whether it's creating opportunities or crafting ice cream that everyone can enjoy. We are part of a global movement of businesses who are using their influence to make the world a better place.

Our commitment extends throughout the employment life cycle from equality, diversity to inclusion. Putting this commitment into practice we're ensuring equal opportunities in employment. We believe that this strong foundation will maximise people potential throughout our organisation.

We also believe that each of us is unique, whether in terms of our background, personal characteristics, experience, skills or motivations, and this mix can only add value to

any business. Therefore, we oppose any form of less favourable treatment or unlawful discrimination being shown towards employees or prospective employees. We do this by providing equal opportunities for employees and prospective employees throughout the employment life cycle in areas such as remuneration, recruitment and selection, training, development, learning and career progression.

NB°C are vehemently opposed to the use of slavery in all forms, and or attempt to control or reduce freedom of thought, conscience and religion. We ensure that all of our employees, agents and contractors are entitled to their human rights as set out in the Universal Declaration of Human Rights and the Human Rights Act 1998. We will not enter into any business arrangement with any person, company or organisation which fails to uphold the human rights of its workers or who breach the human rights of those affected by the organisation's activities.

You can read more on this subject in our Work Standard and Workplace Behaviour Standards, and Modern Slavery Policy, available on request.



CUSTOMERS

To our amazing customers: thank you. Every NB°C tub and scoop you've chosen to enjoy means the world to us.

At NORTHERN BL°C, we're passionate about making bold, indulgent ice cream. From nailing our Ice Creams For Dogs to redesigning our Little Bloc tubs (lower sugar ice cream for kids), our Team NB°C works hard every single day to make sure you have the best ice cream experience possible. It's what we're passionate about.

We know our awesome customers care about the planet which is why half of the products we produce are plant-based. And we're not stopping there. We'll keep pushing boundaries to create even more sustainable, tasty treats that you can feel good about.

CHARITY & LOCAL COMMUNITY

Creating a strong and supported community, both locally and beyond, is at the heart of what we do. We're proud to support our local NHS Hospitals, community initiatives that champion diversity and culture, and charities that work with children and young people.

NORTHERN BL°C has always been a partner to the arts and theatres are a space where ice cream has always found a home. So, to us, it felt like a natural step to support theatres when we can. Back in 2020, NB°C noticed COVID-19 was having an impact on the people making the shows happen. Which is why we launched a special, limited edition White Chocolate and Honeycomb ice cream into Waitrose, with proceeds going towards the Theatre Support Fund+ to help our friends in show business. In the end we managed to raise £9,000.

In March 2023, NB°C were a proud supporter of the award-winning Future of Theatre conference. The conference brings together theatre professionals from around the world and provides a space to have vital conversations that help create positive change for a stronger theatre sector. And we're all about making changes for a better future.

Our community isn't just here at home. It extends to the people and places where we source our high-quality ingredients. With ethical sourcing, modern slavery, and environmental policies in place, we're committed to working only with responsible suppliers.

In 2025, we are introducing Employee Volunteer Day which will see members of team NB°C take part in activities which benefit the community and environment.

CHARITY WORK: PAST & PRESENT



A community & schools focused food education enterprise that believes that everyone should be able to live a food secure life.

RAISED
£9,000

during the pandemic to support our friends in the arts as theatres across the UK closed.

THEATRE SUPPORT FUND+ | The West End Standing Together

we provide donations to



The Leeds
Teaching Hospitals

Supporting

Martin
House
Children's Hospice

Supporting
LEFT BANK

A progressive, safe, accessible space for creativity, culture, diversity and community.



We teamed up with Dogs Trust to create a dog-friendly ice cream that supports the charity with every tub sold.

We work with FareShare to tackle food waste and provide our local community with our ice cream.





SHAPING THE FUTURE OF ICE CREAM

This past year has been a milestone in our journey, from joining the Bidfood Manufacturing Group to beginning our carbon accounting initiative. Change is constant, but one thing remains the same: our commitment to crafting bold, innovative ice cream with as little impact on the planet as possible.

Sustainability ensures the longevity of the business by preserving ecosystems and minimising resource depletion. By embracing sustainability, we can contribute positively to the planet while building a resilient, future-proof business model that resonates with both consumers and stakeholders. We're proving that we can continue making great ice cream while simultaneously caring about the impact we have on the world around us.

From day one, we've challenged the norm. We plan on leading meaningful change, driving plant-based innovation, and rethinking what's possible. We know we've got a long road ahead when it comes to sustainability, but we're excited to put our plans into action. We're not perfect, and we don't claim to be, but we'll keep learning, improving, and innovating because we believe in being a responsible business that makes decisions which are better for people and the planet. And trust us, our ice cream will taste even sweeter for it.



APPENDIX

21-22 PAGES CONTINUED: FULL ESG TARGETS.

ENVIRONMENTAL

PLANET

Net zero carbon by 2045

>85% recycling rate for all depots and transparent reporting on % Waste to Energy.

CUSTOMERS

Align with Bidfood soya policy by 2030

Align with Bidfood Palm oil policy

Align with Bidfood Animal welfare policy

Plastics Pact targets:

Target 1 – eliminate problematic or unnecessary single-use packaging

Target 2 – 100% reusable, recyclable or compostable packaging

Target 3 – 70% of plastic packaging effectively recycled or composted

Target 4 – 30% average recycled content in plastic packaging

SOCIAL

COMMUNITIES

Encouragement of depot fundraising and community involvement

Donating unused apprenticeship levy

PEOPLE

Promoting apprenticeships and developing talent pipeline

Managing risk of modern slavery in our operations via modern slavery training etc.

Align with Employee Volunteering Policy

Align with Health and wellbeing strategy

GOVERNANCE

PRINCIPLES

Align with Modern slavery policy



NORTHERN BL°C

WANT TO CHAT THROUGH ANYTHING IN THIS REPORT?

Drop us an email: hello@northern-bloc.com
And we'd love to catch up with you!