



 **DoubleCOOL**
ACRYLIC COOLING SOLUTIONS

ESG Environmental, Social & Governance Policy

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doublecooluk.com

Contents

Our Commitment 3

Environmental 4

DoubleCOOL Acrylic Door Solution	4
Sustainable Packaging Materials.....	4
Comprehensive Recycling Programme	4
Zero Landfill Policy	4
Eco-Friendly Warehouse Equipment	5
Energy Efficient Lighting	5
Electric Vehicle Car Fleet.....	5

Social Responsibility 6

Fair and Equitable Opportunities For All.....	6
Professional Growth and Development.....	6
Living Wage Employer.....	6
Competitive Pay and Benefits.....	6
Performance-Based Bonus Pay-Outs.....	7
Pay Equality Based on Skill Level	7
Supply Chain Integrity	7

Governance 8

Stakeholder Engagement	8
Compliance and Reporting	8

Conclusion 9

Environmental, Social & Governance (ESG) Policy

Our Commitment

At DoubleCOOL UK Ltd and MQL Ltd we understand that we have a responsibility to reduce our environmental impact and promote sustainable practices across all our operations. Our policy is designed to uphold our commitment to achieving long-term sustainability outcomes throughout our business, suppliers and the industry in which we operate. To achieve this, we are committed to the practices and initiatives outlined in this policy.



Environmental

DoubleCOOL Acrylic Door Solution

Our retrofitted acrylic door solution is designed to improve energy-efficiency, by enclosing cool, refrigerated air and preventing it from escaping into the store. This keeps chilled produce at a constant temperature, keeping it fresher and reducing food waste. It also stops the refrigeration unit from working incessantly to constantly cool warm air.

By choosing to retrofit DoubleCOOL doors, clients are utilising existing units rather than completely replacing the refrigerators. The DoubleCOOL door solution extends the technical lifetime of the refrigeration system, preventing fridges getting sent to landfill prematurely.

In addition to improving energy efficiency for our clients, DoubleCOOL acrylic doors are 100% recyclable at the end of a long-life in commercial, daily use.

The DoubleCOOL acrylic door solution is proven to reduce energy consumption by as much as 60%. This reduction in energy usage, in turn reduces carbon emissions and contributes to a lower carbon footprint and a greener future.

Sustainable Packing Materials

In a continuous effort to promote a circular economy, all virgin packing materials used in our warehouse contain at least 30% recycled content. This practice reduces waste, lessens the demand for raw materials, and contributes to a more sustainable supply chain. By incorporating recycled content in our packing materials, we support recycling industries and help minimise the environmental impact of our operations.

Comprehensive Recycling Programme

Our facility recycles all cardboard and plastic materials through a dedicated waste service provider. This helps minimise waste in landfills, conserve natural resources, and reduce our carbon footprint. Additionally, this programme generates revenue as we are compensated at market value for the total weight of recycled materials, which encourages continued participation and investment in recycling initiatives. We reduce waste by repurposing used cardboard as packing material in our operations. Our warehouse shredder processes this cardboard into suitable packing materials, effectively extending its life cycle and decreasing our reliance on new packing supplies. This practice not only conserves resources but also lowers overall operational costs.

Zero Landfill Policy

In collaboration with our waste service provider, we adhere to a zero-landfill policy for all our general waste. This means that our waste is diverted from landfills to appropriate recycling facilities or waste-to-energy plants, reducing our environmental impact and promoting responsible waste management.

Eco-friendly Warehouse Equipment

Our warehouse is equipped with electric forklift trucks that significantly reduce our carbon footprint by eliminating emissions associated with traditional fuel-powered vehicles. This environmentally friendly choice also results in improved air quality in the warehouse, creating a healthier working environment for our staff.

Energy Efficient Lighting

Our warehouse has implemented a modern, energy-efficient LED lighting system. These LED lights consume less energy, last longer than conventional lighting options, and require less frequent maintenance. To further optimise energy conservation, we have installed motion sensors that ensure the lights are only activated when necessary, reducing energy waste and lowering operating costs.

Electric Vehicle Car Fleet

The group has recently taken a step towards sustainability by beginning to transition to a fleet of fully electric (EV) and hybrid cars. We aim to reduce our carbon footprint and contribute to the global effort to combat climate change. By opting for more sustainable vehicle options, we are demonstrating our commitment towards a greener future and working towards improving the air quality in our surroundings.

Social Responsibility

Fair and Equitable Opportunities For All

We are committed to providing fair and equitable opportunities for all employees. We believe in creating an inclusive work environment where individuals can excel based on their skills, experience, and performance, regardless of gender, race, age, or other factors. By focusing on providing equal opportunities and recognising the value that each employee brings to our organisation, we foster a positive and supportive workplace that contributes to the success of our overall company performance.

Professional Growth and Development

We strongly believe in supporting the professional growth and development of our employees. By providing opportunities for skill enhancement, training, and career advancement, we empower our staff to reach their full potential. Our commitment to professional development creates a dynamic and motivated workforce that drives our organisation towards continuous improvement and innovation.

Living Wage Employer

We are proud to be a Living Wage Employer, demonstrating our commitment to fair and equitable compensation for all our employees. By offering a living wage, we ensure that our staff can maintain a decent quality of life, reducing financial stress and increasing job satisfaction.

Competitive Pay and Benefits

We believe in rewarding our employees for their hard work and dedication to our mission of sustainability. We offer competitive pay and a comprehensive benefits package that includes death-in-service insurance, an employee assistance programme, staff discounts, a company pension scheme, an annual employee appreciation day and paid time off. By investing in our employees' well-being, we create a positive and supportive work environment that fosters long-term commitment and job satisfaction.



Performance-Based Bonus Pay-Outs

To further reward our employees for their hard work and dedication, we offer performance-based bonus pay-outs. These incentives recognise and celebrate the outstanding achievements of our staff, fostering a sense of ownership and pride in their contributions to our initiatives. By linking bonuses to performance, we encourage ongoing commitment to excellence and inspire employees to strive for continuous improvement in their respective roles.

Pay Equality Based on Skill Level

In our warehouse, we are committed to pay equality by ensuring that employees are compensated fairly based on their skill level. Regardless of gender, race, age, or other factors, we ensure that all employees with the same skill level receive equal pay. This approach promotes fairness and inclusivity in our workplace, creating a positive and supportive work environment where staff feel valued for their skills and contributions.

Supply Chain Integrity

We collaborate with suppliers across the globe who uphold ethical practices, human rights and environmental standards.

Governance

We are committed to maintaining the highest standards of corporate governance and transparency to safeguard the interests of our stakeholders. These behaviours are supported by our commitment to a considered range of policies and procedures, including;

- ✓ Safeguarding
- ✓ Health, Safety, Welfare and Hygiene
- ✓ Anti-Bribery Policy
- ✓ Whistle-blowers Policy
- ✓ Equality, Inclusion and Diversity Policy
- ✓ GDPR

Stakeholder Engagement

Actively engaging with shareholders, employees, customers, suppliers, and other stakeholders to understand their concerns and integrate their perspectives into our decision-making processes. Stakeholders have an open door policy to encourage honest and direct communication to resolve issues and concerns expeditiously.

Compliance and Reporting

Complying with all relevant laws, regulations, and corporate governance standards, and providing timely and accurate information.

Conclusion

We are committed to integrating environmental, social, and governance considerations into all aspects of our business operations. By adhering to this ESG policy and continuously striving to improve our performance, we aim to create long-term value for our stakeholders while contributing to a more sustainable and equitable future.

Signed

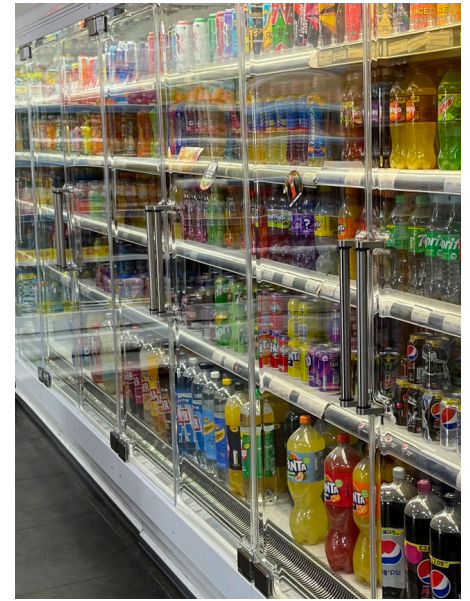


Managing Director, DoubleCOOL UK Ltd

Dated

8th April 2025

At DoubleCOOL UK Ltd and MQL Ltd we understand that we have a responsibility to reduce our environmental impact and promote sustainable practices across all our operations. Our policy is designed to uphold our commitment to achieving long-term sustainability outcomes throughout our business, suppliers and the industry in which we operate. To achieve this, we are dedicated to implementing the practices and initiatives outlined.



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