

ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY (ESG)

1. Introduction

- 1.1 Ice Hockey UK (IHUK) is committed to building a long-term, sustainable organisation. To achieve this requires IHUK to consider and manage the impact it makes on society, the environment, its stakeholders and the economy. These high level considerations are outlined within this environmental, social and governance policy (ESG).
- 1.2 Having effective ESG, will help IHUK to operate in a sustainable way and add value to society. IHUK, as part of its strategy, recognises the need for an active focus on corporate ESG initiatives. This could encompass anything from taking steps to reduce carbon emissions, improving employee health and safety standards, or putting in place more robust risk management strategies. By taking proactive ESG measures, IHUK will not only operate more effectively and efficiently, but will also be better equipped to successfully navigate any future challenges and disruptions that may arise including regulatory and legal interventions. In so doing it will better position itself for long-term resilience, growth and sustainability.
- 1.3 This policy sets out the intentions of IHUK in each of these areas under the following headings:

Environmental Impact (Section 5)

Social Impact (Section 6)

Sustainable Governance (Section 7)

2. Policy Scope

- 2.1 IHUK recognises that its activity has both positive and negative environmental, social and economic impacts. The policy aims to increase the positive impacts whilst reducing the negative impacts.
- 2.2 The scope of Ice Hockey UK's ESG Policy is in line with the jurisdiction of the organisation as the National Governing Body (NGB) for elite ice hockey in the UK and covers specifically:
- Owned/leased and operated venues
 - Operations of the GB National Squads, IHUK staff and IHUK Board
 - Events, tournaments and training camps organised by IHUK

3. Our Values

- 3.1 ESG is integral to IHUK's ambition to operate as one of the most environmentally conscious NGBs in the UK. Through our sustainable planning and systems, which have been devised and iterated by thought-leaders in the ESG space working in collaboration with IHUK, we aim to demonstrate and deliver low-impact and sustainable operations across all areas within our jurisdiction.

- 4.2 We aim to align our actions and communication with our core 'Values', as part of IHUK's 2024-2030 strategic plan:

Honesty and Integrity in all that we do
Building a Prosperous Future for the game we all love
Stronger Together on and off the ice
Equal, Inclusive and Progressive environments

- 4.3 We will lead by example and ensure that our work is informed by our Values – always placing people and the planet at the heart of our decision making.

4. Action

- 4.1 IHUK will develop an ESG action plan which will be embedded within the annual operational plan of IHUK.

5. Ownership and Reporting

- 5.1 The activities and actions taken around ESG are the responsibility of all business functions.
- 5.2 ESG will be overseen by the CEO who shall determine how IHUK should embed the ESG actions into day-to-day activities, through the work of the executive team, contractors and key volunteers across the business.
- 5.3 Actions and progress will be reported to Board on a regular basis. The Board will consider progress against the ESG action plan at least annually. ESG will appear as a consideration in the template for board meeting papers and the Board will consider ESG implications for each of its policy decisions. Risks will be included within the risk register.
- 5.4 ESG Actions will be reported externally in a number of ways, including in the Minutes of meetings and the Annual Report.

6. Environmental Impact

- 6.1 Through evaluation of our current environmental impact, we have highlighted the following areas as major focus areas (SWET):

Staff - Waste – Energy – Transport

- 6.2 Our SWET focus, combined with the launch of IHUK's 2024-2030 Strategy, Unlocking Potential, Through Unity and Innovation, as well as through evaluation of global and sector sustainability trends, we have defined five key initiatives:

- I. **Net Zero Ambitions** – *reduce environmental impact for our day-to-day operations, across Scope 1, 2 and 3, whilst delivering Carbon Neutral events from 2026.

- II. **Use Less, Do More**– minimise the materials we procure, the travel we embark on and the water and energy we use ... whilst proactively increasing the way we manage waste, educate our staff and players, and engage GB fans on the journey.
- III. **Reduce, Reduce, Reduce** – ensure that our focus in on the reduction of carbon emissions, first and foremost. For those impacts we yet to find a net-solution for, we will utilise indigenous offsetting initiatives, to deliver positive outcomes to the specific areas our activity took place.
- IV. **Diversity, equality and inclusion** – deliver environments that welcome everyone, to enhance equality, diversity and inclusion, both on and off the ice.
- V. **Govern the Detail** – ensure good governance and support wider change through increasing awareness of environmental sustainability practices, through greater procurement control, enhanced travel planning and monitoring and publishing our annual carbon emissions.

*Explanation of *Scope 1, 2 and 3 explanations (source: World Economic Forum)*

- **Scope 1 emissions**
- *These are “direct” emissions – those that a company causes by operating the things that it owns or controls. These can be a result of running machinery to make products, driving vehicles, or just heating buildings and powering computers.*
- **Scope 2 emissions**
- *These are “indirect” emissions created by the production of the energy that an organization buys. Installing solar panels or sourcing renewable energy rather than using electricity generated using fossil fuels would cut a company’s Scope 2 emissions.*
- **Scope 3 emissions**
- *These are also indirect emissions – meaning those not produced by the company itself – but they differ from Scope 2 as they cover those produced by customers using the company’s products or those produced by suppliers making products that the company uses.*

- 6.3 Companies can normally easily measure their Scope 1 and 2 emissions and can control them by taking steps like switching to renewable energy or electric vehicles.
- 6.4 Scope 3 emissions however are under the control of suppliers or customers, so they are affected by decisions made outside the company. These are the hardest to tackle – and often the most significant. Measuring Scope 3 emissions involves tracking activities across the entire business model – or value chain – from suppliers to end users.
- 6.5 Within its ESG action plan, IHUK will identify the actions it is going to take in the context of SWET and its responsibilities around reducing its environmental impact. These may include such as:

- Minimising pollution and reducing carbon emissions generated by any associated travel by holding virtual meetings wherever practicably possible and providing a flexible, hybrid approach to working;
- Embedding climate risk within its various Risk Management frameworks and policies;
- Seeking ethical partners and suppliers;
- Encouraging recycling and reducing the amount of waste destined for landfill.

7. Social Impact

7.1 IHUK's commitment to the creation of social impact is central to its business. It is embedded within its values and its strategy.

7.2 IHUK is deeply invested in delivering strong societal and economic value through:

- Hosting events that deliver real economic value to local businesses and suppliers
- Creating memories that inspire everyone, whether as a player, fan, employee or volunteer
- Removing inequalities for players, fans, staff and volunteers, to ensure GB Ice Hockey is a welcoming environment for all. (see IHUK's ED&I Policy)

7.3 IHUK is in the people business and recognises that its people are its most important asset. IHUK is committed to supporting its players, coaches, referees and administrators to fully engage in the sport, to improve and develop and to take enjoyment and benefit from their involvement in the sport.

7.4 The organisation recognises the responsibilities and opportunities around ensuring that its culture encourages inclusion and diversity, is safe and provides opportunities for its people to learn and grow.

7.5 IHUK also encourages its stakeholders to offer the sport widely, to increase the diversity of its players and volunteers and to develop inclusive environments, so that everyone can enjoy and gain value from their involvement within ice hockey.

7.6 Within its ESG action plan, IHUK will identify the actions it is going to take which will increase its social impact. These may include such as:

- Providing a flexible, hybrid approach to working for its employees;
- Promoting a culture of continuous personal development for its people;
- Actively promoting equality, diversity and inclusion in its settings;
- Engaging and inspiring the fan base to help enrich their lives;
- Encouraging its stakeholders to add social capital and promote inclusivity through their own activities.

8. Sustainable Governance

- 8.1 IHUK is committed to good governance and believes this to be essential in building a sustainable organisation. It has recently revised its Memorandum and Articles and approved a Governance Policy which set out its decision making processes, openly and transparently.
- 8.2 IHUK is committed to achieving compliance with the UK Code of Sports Governance (the Code) and to operating to the highest standards within this Code.
- 8.3 The organisation is actively engaged in building a robust policy framework for the organisation which will enable it to operate effectively and respond appropriately to challenges which may occur on the future.
- 8.4 It is equally committed to establishing robust financial management and reporting processes and building reserves which will enable it to take advantage of opportunities or respond to financial challenges in the future.
- 8.5 It is committed to investing in its people and has put in place robust recruitment and succession planning policies to ensure continuity.
- 8.6 It has established a risk policy and is embedding risk management processes at all levels within the organisation.
- 8.7 It is working to strengthen its relationship with key stakeholders, to developing formal agreements with its stakeholders as part of the process of strengthening the landscape for ice hockey in the UK.
- 8.8 Within its ESG action plan, IHUK will identify the actions it is going to take in relation to sustainable governance. These may include such as:
- Maintaining compliance with the UK Code of Sports Governance
 - Managing annual reviews of the board so that the board and its directors can perform at the highest levels
 - Carefully managing succession planning of its people so the organisation continues to develop even when key people leave
 - Managing risk at all levels within the organisation
 - Increasing revenues coming into the sport and to build reserves in order to create financial stability and to invest in its programmes
 - Strengthening the partnerships with the other key partners delivering ice hockey in the UK and establishing formal agreements which define roles, responsibilities and inter-dependencies.

Ice Hockey UK – ESG Policy	
Approved by Governance & Risk Committee	13 March 2024
Review Scheduled	July 2025



ICE HOCKEY UK