

## EDI Policy (Equality, Diversity and Inclusion)

Equality, Diversity and Inclusion are fundamentally at the very core of our business. As a company we continually work and strive to create a working environment that provides everyone with equal access to information, development and opportunity.

We see EDI as much more than just policies and procedures. It is an integral component of who we are as a company, how we operate and critically how we envision our future. As a family run business, our unique ability to understand, embrace and operate in a multicultural world – both in the workplace and in our customer domain is absolutely critical to our long term sustainability.

## One ICEE "All In"



Paul F Harris Managing Director Date: March 2025