



Impact Report

-2022-





3.5 million
meals donated
to pet charities across the
UK, thanks to our Miles
& Meals programme.



7.6k+
members in our Miles &
Meals Strava group,
committed to helping pets
in need across the UK.



156,733
trees planted as of
April 2023.

Our

Positive Pawprint

so far...



1st
major UK pet food business
to be carbon negative.

34,096
tonnes of CO2 offset so far.
(1 tonne of CO2 = driving once
around the world).



400+
incredible colleagues
working together across
4 different sites.

What's Inside?

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Who we are

- **What we stand for**
 - **Our team**
 - **Our manifesto**

What we are working on

- **Our Pawsitive Pawprint**
 - **Supporting people**
 - **Caring for our pets**
 - **Caring for the planet**

How we are doing (so far)

- **Our Pawsitive Pawprint so far**



*Richard
our chairman*

What we stand for

Our purpose is to champion healthier pets and happier pet parents by making great, nutritious pet food that is affordable to all.

We take great care sourcing high quality ingredients and turning them into delicious and nutritious recipes that your pets will love!

Our vision

To become the nation's most sustainable, most loved home of pet nutrition brands.

Our Team

*Our pawfect
sustainability
team*



**Imogen
Froggatt**

**Sustainable Supply
Chain & Life Cycle
Analyst**



**Hannah
Page**

**Social Media
Manager**



**Colin
Richmond**

**Head of
Major Projects**



**Will
Bushell**

**Digital Marketing Director
UK Pet Food Sustainability
Committee Co-Chair**



**Iain
Mayhew**

**Head of
Category**



**Rachel
Auty**

**Head of
Digital Media**



**Marlesh
Ambildhok**

**Head of
Procurement**



**James
Lawson**

**Chief Technical
& Strategic Partners
Officer**



**Lisa
Whitwell**

**Packaging
Technologist**

Our manifesto

For us sustainability goes much further than just the environment. It is about creating a business that gives back to the people, pets and planet that are integral to what we do. Nourishing the natural world that gives us all so much.

To make a real impact we have looked long and hard at what we can do **NOW** to make a difference as well as setting ambitious targets for the not-so-distant future.

It won't be long before we leave a Positive Pawprint in everything we do!

Pawsitive Pawprint



Our pawsitive pawprint strategy falls across 3 main categories:



People



Pets



Planet

People

Diversity

People are our most valuable asset and we recognise our colleagues are crucial to our business success. Aside from the standard benefits, we go above and beyond to make sure we are driving a more diverse and environmentally friendly business:



Gender Equality

IPN is proud of our positive gender pay gap. We have a negative -5% Gender Pay Gap, meaning on average the women at IPN are paid 5% more than men & 42% of our board members identify as female.



Inclusive Benefits

We offer benefits that appeal to all colleagues including informal flexible working, primary caregiver leave, pawrental leave (because we can't forget the pets!) and a workplace nursery scheme.



Social Inclusion

Our nominated colleague champions have worked up an incredible diversity & inclusion calendar to make sure we are celebrating, supporting and educating on key events throughout the year that are important to all of our colleagues.

People

Environmental Sustainability

People are our most valuable asset and we recognise our colleagues are crucial to our business success. Aside from the standard benefits, we go above and beyond to make sure we are driving a more diverse and environmentally friendly business:



Carbon Neutral Colleagues

Every year we offset all our colleagues annual carbon footprint, based off the average set by CarbonFootprint.com. We have also planted a tree for every colleague in the business.



Eco Travel Benefits

As part of our total reward package, we offer an electric vehicle with salary sacrifice & have introduced the cycle to work scheme to make it easier for them to purchase environmentally friendly transport to the office. We also offer subsidized electric car charging using 100% renewable electricity.

Pets

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We all know how important pets are to our physical & mental wellbeing.

They provide us with companionship, love, and support. They can help us to reduce stress, improve our mood, and even boost our physical health.

We believe that all pets deserve to be healthy and happy. That's why we're committed to providing high-quality, nutritious food that is made with the finest, ethically-sourced ingredients at prices that everyone can afford.

★★★★★

WE CHANGED OUR GERMAN SHEPHERD'S FOOD FROM JAMES WELLBELOVED . RUBY IS A FUSSY DOG BUT SHE LIKES HARRINGTONS NOW.

- KP -

JAMES WELLBELOVED
ADULT TURKEY
COST PER BAG* **£54.99**
All about dog food.co.uk

HARRINGTONS
THE NATURAL CHOICE
RICH IN TURKEY WITH VEG
COST PER BAG* **£27.99**
All about dog food.co.uk

Check out our nutritional scores for yourself at [All about dog food.co.uk](https://www.allaboutdogfood.co.uk)

Pets

Miles & Meals

We're committed to giving free access to healthy nutritious pet food to the those most in need.

With our Miles & Meals programme, we are not only encouraging people to get out and get moving and more mindful with their pets, but by doing so you can help others too!

Join our programme now by joining our Strava page and for every mile ran, walked or cycled, we **donate a meal to a pet in need.**



Scan
Here
to join!

*3.5M meals
donated
so far!*



10M
target
by 2025



Pets

Miles & Meals

We're proud to be able to help fantastic causes across the UK as part of our Miles & Meals donation campaign - like the Pet Food Bank by Cariad Pet Therapy. We've been donating lots of different products to Cariad for years now and Robert Thomas, who runs the pet food bank, said:

"Throughout the last two years the support from IPN has been unbelievable. We would not have been able to support as many people as we do without their generosity and we are so grateful for their kindness."

Through our Miles and Meals campaign we're proud to be able to support pet causes across the globe - including Paw Help Rescue and Adopt UK, who are continuing to help animals across Ukraine.



*A pawfect
Cariad
ambassador*



Pets

Thin Blue Paws

Barking Heads is bursting with pride to support The Thin Blue Paw Foundation – a national charity set up to support serving and retired police dogs across the UK.

From finding high risk missing people, to removing drugs off the streets and catching criminals, every day dogs are working across the UK to keep us safe. These heroic animals risk their lives every day they serve – but when they retire from active service they receive little to no financial support and are very nearly impossible to insure leaving their handlers and owners with significant medical bills.

Last year we donated a year's supply of meals to 130 retired police dogs.



Planet

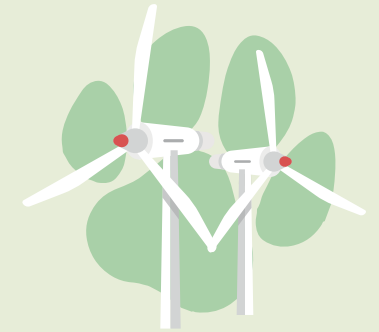
We believe we have a responsibility as a business to maintain a balance between the positive benefits of pet ownership & protecting the environment for future generations, so we are focusing on 3 key areas where we can make the biggest impact:



**Reforestation
& Biodiversity**



**Waste
Reduction**



**Climate
Change**

**Impact
Report**

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Planet

Climate Change

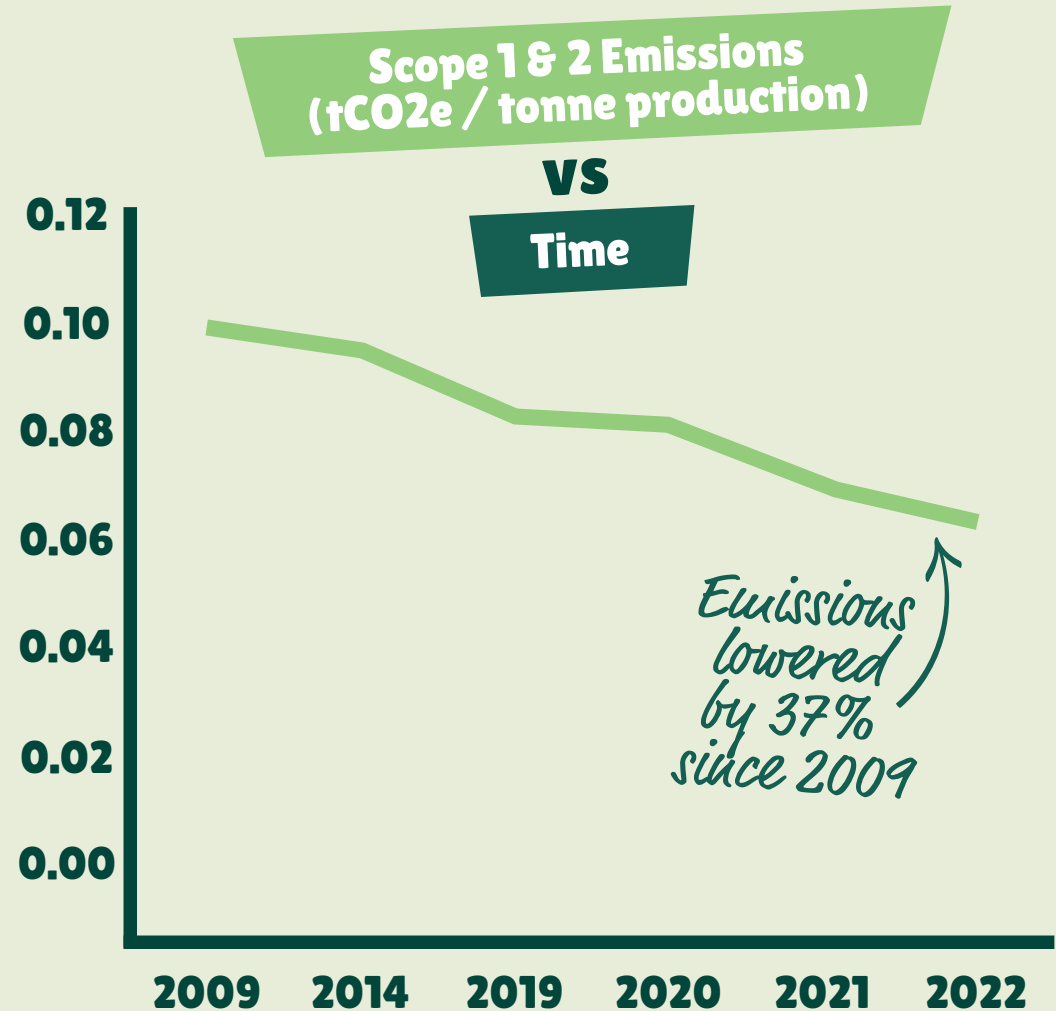
(Scope 1 & 2 Carbon Emissions)

Manufacturers play a key role in reducing global warming & avoiding the worst impacts of climate change. Since 2009, we have reduced the carbon emissions from our manufacturing processes (scope 1 & 2) by 37% on a like-for-like basis.

We have achieved this by installing a CHP plant to produce our own electricity and heat, improving factory efficiencies and by moving to 100% renewable electricity.

By offsetting the remaining carbon emissions (& more) we became the 1st carbon negative large pet food manufacturer in the UK.

To ensure we are truly offsetting our carbon emissions, we focus on funding renewable energy projects which are directly measurable and are verified against the Gold Standard VER and Verified Carbon Standard.



Planet

Climate Change

(Scope 3 Carbon Emissions)

In other exciting news, we have now kicked off a project with Leeds Beckett University to look further into our supply chain to reduce our scope 3 emissions.

What are Scope 3 emissions?

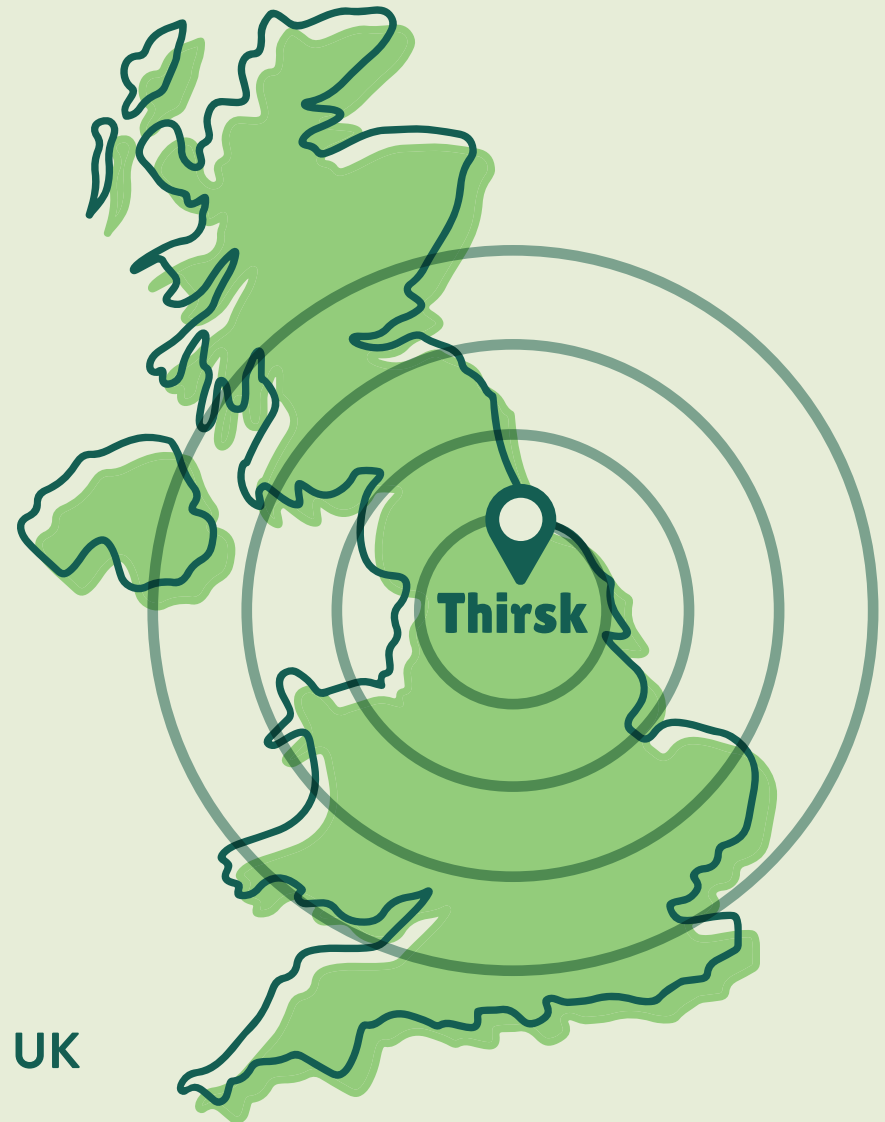
Scope 3 emissions are any GHG emissions created upstream or downstream of our sites, covering logistics and transport, packaging & the farming & manufacturing of our ingredients.

Key focus areas that we are looking at improving are:

- Working with suppliers to improve farming, processing & transport efficiencies
- Assessing individual ingredients' emissions and potential changes to recipes
- Reducing food miles by supporting local UK businesses

Did you know?

- 99% of our ingredients come from suppliers in the UK
- 67% come from within 200 miles of our factories



Planet

Reforestation & Biodiversity

Trees are vital. As the biggest plants on the planet, they give us oxygen, store carbon, stabilise the soil and give life to the world's wildlife.

So we have teamed up with Ecologi, an environmental organisation on a mission to save the planet by offsetting carbon emissions, through various tree planting initiatives. For every order placed on our Harringtons website, we are planting a tree through this partnership and so far we have planted over **156,733** trees in our first year alone.

We have also planted a tree for every employee at Thorp Perrow Arboretum and we are currently in talks with a company about our first Waggy Wood for our 100th year.

We Pledge To:
Plant 1 million trees &
Protect 1 million trees by 2025



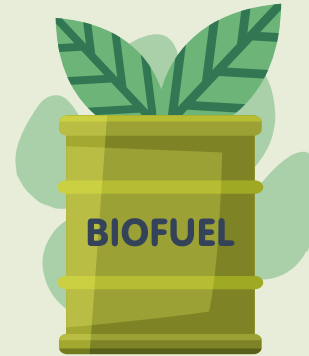
*James, our CTO
planting trees*

Planet

Waste Reduction



*Our delicious kibble
in production*



At IPN, all of our food waste goes to be anaerobically digested and turned into Bio-fuel.



Harringtons was launched in compostable bags in 2008. Now we use fully recyclable paper bags.



For our larger bags where we have to use plastic to hold the weight, we have always used single polymer, recyclable bags.



Today, 95% of our packaging is recyclable and we are now working hard to ensure we can get that to 100% in the not so distant future.



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