ITV ICE makers

CORPORATE SOCIAL RESPONSABILITY

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WHAT IS PEOPLE ON ICE?

It represents a shared commitment between each of us; the commitment to act and relate in an integral, transparent, legal, honest, fair and dignified manner at all times and in all situations, among ourselves the employees of ITV Ice Makers but also with each of our clients, suppliers and interest groups .

People on Ice also highlights the responsibility we have to always do our job in the best possible way, committed to ITV Ice Makers and cooperating with our colleagues to guarantee a harmonious environment conducive to personal and professional development.

The success of ITV Ice Makers is as much linked to what we do as it is to the way we do it. Working as a team and with integrity helps protect us.

We have to be an exemplary company where each of us lives with the other, worrying daily about doing the right thing and this space has to be a guide on that path of freedom and growth.

A SHARED COMMITMENT

Committed to our clientes

ITV Ice Makers places clients at the center of its activity, creating value for them and the environment in which they operate. We work with transparency and professional honesty, orienting all levels of the company towards the needs of the client:

- Anticipating their present and future expectations, anticipating changes in the market, adapting to their own technological and logistical transformations, allows us to define the demands they place on our company.
- Offering a competitive and high-level offer of products and services, which allows you to enjoy quality and guaranteed machines, developing your business· satisfactorily.
- Quality management and a high level of involvement of our entire organization.
- Expert advice and high-quality service.
- Clean and safe technologies within an approach to sustainable development.
- Integrity and professional ethics in human and business relations

A SHARED COMMITMENT

Committed to our suppliers

The commitment to our suppliers is a fundamental pillar that drives our success and the quality of our products. We recognize that high-quality components are essential to the efficiency and durability of our machines, which is why we maintain close and long-standing relationships with our suppliers.

- We work with our suppliers from the design stage, seeking their input to improve the functionality and performance of the components that we integrate into our ice machines.
- We encourage transparency in our transactions and processes.
- We are committed to hiring local companies.
- We collaborate with suppliers that respect human rights and comply with certified quality and safety standards, ensuring that the components we use are reliable and in compliance with international regulations.

A SHARED COMMITMENT

Committed to society

At ITV Ice Makers we try to contribute to the advancement of society and the local environment in which we operate. Innovation is a fundamental pillar for manufacturing solutions that guarantee reliability and food safety. But apart from our ice machines, at ITV we support social causes, organizations and sectors with the aim of achieving a more favorable environment that contributes to improving social welfare:

- Support for NGOs.
- Food distribution to disadvantaged groups.
- Contribution to health research associations.
- Support for local women’s sports teams.
- Collaboration with training centers and initiatives for the reintegration of young people into the world of education and work.
- Support for technology centers in the development of improvements in the food industry.
- Collaboration with hotel and bartending associations.

A SHARED COMMITMENT

Committed to our team

ITV aims to be a human and humanizing company, where we work every day to create a positive working environment of collaboration and respect

- We attract professionals with ideas who are willing to contribute and share.
- We are committed to continuous training, polyvalence and poly-competence.
- We believe in teamwork, cooperation and communication.
- We are committed to the safety and health of our employees, which is why we strive to eliminate risks and encourage sports and healthy activities.
- We have an Equality Plan and an Equality Committee for the implementation of measures to ensure real equality amongst ITV workers.
- We offer numerous social and leisure benefits: Ice For Life sports club, gym, discounts at the cinema, restaurant vouchers, fruit available to everyone, discounts at the dentist and physiotherapist, etc..
- We carry out a wide range of initiatives aimed at fostering the employee-company relationship: coffee space, relaxation and meditation space (Dreambox), open days with the family, continuous training, and so on.

ITV | ICE makers

UN GLOBAL COMPACT

PROGRAMA DE CAPACITACIÓN
PROVEEDORES SOSTENIBLES

This certificate is awarded to:

ITV Ice Makers SL

for successfully completing the

Training Programme:
Sustainable Suppliers.

2023

ITV - A SUSTAINABLE SUPPLIER

ITV Ice Makers has been certified as a Sustainable Supplier by the Sustainable Supplier Training Program, a global initiative that aims to promote and encourage sustainability in our supply chain.

By joining this program, w**e commit to working collaboratively with our suppliers to implement sustainable practices throughout the supply chain.** This implies looking for suppliers that share our values and are committed to environmental, social and economic sustainability.

Through this training, ITV seeks to acquire knowledge and skills related to sustainability, such as the evaluation of suppliers in terms of sustainable practices, the implementation of environmental standards in production processes and the promotion of the social and labor well-being of workers.

WOMEN ON ICE

At ITV we believe in more than just manufacturing ice machines. We believe in women in the industry.

We believe in the strength of our Women On Ice..

At ITV this is so because many of us believed in equal opportunities years before they said we should believe it. We have managed to build a coherent professional project that respects the rights of the people who work at ITV, promoting their integration on equal terms.

In the same way as manufacturing and selling ice machines, equality is part of our business strategy and the Ice For Life spirit, which we have been sharing with the entire team, customers, suppliers and collaborators for years. We are committed to developing, implementing and communicating it, aware that the commitment to equality is part of the footprint that ITV Ice Makers leaves in society, contributing to its improvement.

ACTIONS - ITV RSC

ITV Ice Makers has carried out and continues to carry out Corporate Social Responsibility actions on a daily basis with its clients, society, its team and the environment. These are not isolated actions; It is a fundamental part of our vision for how we do our jobs, how we interact with each other and, ultimately, our business philosophy.

CSR stakeholder survey

One of ITV Ice Makers' objectives this year is to improve its corporate social responsibility (CSR). To do this, it is key to know how our stakeholders - customers, suppliers, employees and the community - perceive it.

The survey reveals broad support for our CSR principles:

- 98% value respect for human rights.
- More than 99 % support our commitment to labor welfare.
- Sustainability and ethics meet with over 95 % approval.

These figures underline a clear expectation: ITV ICE MAKERS is perceived as a committed player, and must continue its efforts to combine performance and responsibility in the long term.

Certfications

- **ISO 14001:2015, Environmental Management System:** reflects ITV Ice Makers' dedication to constantly assessing, managing and improving its practices and processes in relation to the environment. This certification validates its ability to identify significant environmental aspects, establish improvement objectives and carry out concrete actions to minimise negative impacts.

- **ISO 9001:2015, Quality Management System:** This international standard ensures that we follow the highest levels of quality in our processes, products and services.

- **ISO 14067:2018, Carbon Footprint:** underlines ITV Ice Makers' commitment to understanding and reducing its contribution to greenhouse gas emissions. Through this certification, the company demonstrates its focus on measuring and managing the carbon footprint of its operations, products and services, thus contributing to the mitigation of climate change.

Certifications

- **HACCP (Hazard Analysis and Critical Control Points):** This preventive system guarantees food safety in our processes, ensuring that our products meet the highest standards in the industry.

- We are currently working on **implementing the ISO 26000 standard**, which provides guidelines for integrating Corporate Social Responsibility into our strategy and operations. This standard will help us to further create value through sustainability, business ethics and respect for people, communities and the environment.

IBy adopting these guidelines, we seek not only to comply with our legal obligations, but also to a**ctively contribute to the well-being of society and the environment..**

ITV COMMITMENT

ITV | ICE makers

Collaboration with NGOs and Foundations

Periodic financial donation to various single entities and organizations such as:

Casa Caridad Valencia
Fundación AECC
Colegio Madre Petra
Caritas

Cáritas Diocesana de Valencia

Casa Caridad Valencia

Fundación aecc Investigación contra el cáncer

Colegio Madre Petra

Casa Caridad Valencia awards its "Company with a Gold Value" distinction to ITV

ITV Ice Makers has been collaborating with Casa Caridad Valencia for many years and has been named, once again, in the **GOLD category in the "Companies with Value" campaign, due to the contributions made throughout all these years**. ITV is proud to be part of and support this pioneering institution in responding to the needs of the most disadvantaged in the city of Valencia.

Through its services, the association seeks to escape from merely welfare-based care to achieve social reintegration and personal promotion of the group it serves. The purpose of Casa Caridad is not only to cover the basic needs of those most in need, but also to help them reorient their lives, promote their reintegration and prevent situations of social exclusion in vulnerable people..

Solidarity Christmas

Donation of food, clothing and toys to various associations and groups

Colegio Madre Petra
Casa Caridad Valencia
Caritas
Programa ALPLAN
Cotolengo

ITV COMMITMENT

ITV | ICE makers

Convento IESU Communio

Donation of fruit and purchase of sweets made by the nuns of the IESU COMMUNIO convent of Godella.

Battered Women Association

ITV collaborates with this association by offering factory training and help with support for appliances in shelters.

fundación columbus

AECC foundation

Donations to help in the work of making the most advanced and effective therapies accessible to children with cancer and rare diseases, to improve their hope and quality of life

ITV COMMITMENT

ITV | ICE makers

Humanitarian aid to Ukraine

Given the emergency situation of the Ukrainian refugees, ITV's entire team was mobilized to collect and send medicines, warm clothing and food. This collection was done in collaboration with Caritas who were in charge of coordinating it.

Orphanage La Crèche de Tánger

ITV has made a significant donation of medical supplies for the children who reside at the center.

The Creché Orphanage of Tangier was founded in 1987 and has since provided shelter to abandoned children in Morocco, those with severe disabilities and those whose families are temporarily unable to care for them.

The collaboration aims to provide significant support to children who find themselves in difficult situations, guaranteeing their well-being and adequate care.

ITV COMMITMENT

ITV | ICE makers

Solidarity Library of the Father Juan Schenk Foundation

In a solidarity initiative to bring culture and education to those who need it most, ITV has sent books and school supplies to the Missionary Solidarity Library in Burundi, Africa.

The delivery of these materials has been possible thanks to the collaboration of ITV and its commitment to access to education and culture for all.

The Missionary Solidarity Library is dedicated to providing educational and cultural materials to schools and rural communities in Burundi, one of the poorest nations in Africa.

Solidarity Collaboration with Muscular Dystrophy Canada

In 2025, ITV Ice Makers joined the solidarity initiative led by GBS Cooks in Canada **in support of Muscular Dystrophy Canada, contributing to improving the quality of life of children and families affected by muscular dystrophy.** The campaign aims to raise funds to provide essential medical equipment, therapies, and support programs for those living with the disease.

Through this collaboration, ITV Ice Makers reaffirms its commitment to corporate social responsibility, supporting causes that promote solidarity, inclusion, and hope within communities facing significant challenges.

ITV COMMITMENT

ITV | ICE makers

Training centers and universities

Collaboration with numerous vocational training centers, insertion of young people into the labor market and universities to carry out factory visits and training practices in different departments.
Highlight the collaboration with the **JOVE OPORTUNITAT** program, an initiative financed by the European Social Fund that seeks to reengage young people between 16 and 20 years old who are neither studying nor working in education.

JOOP JOVE OPORTUNITAT

xabec CENTRO INTEGRADO DE FORMACIÓN PROFESIONAL

IES Llombai

CIPFP CATARROJA

Link FORMACIÓN

CFP CENTRE INTEGRAT PÚBLIC FORMACIÓ PROFESSIONAL LUÍS SUÑER SANCHIS

SAXION UNIVERSITY OF APPLIED SCIENCES

ITV COMMITMENT

ITV | ICE makers

Support and promotion of R&D&I

Collaboration with various innovation, research and development centers and institutes.

The EcoHigiene project stands out, developed by the AINIA Technology Center, for the development of strategies to improve the sustainability of cleaning and disinfection operations in the food industry with reduced use of resources and a lower environmental impact.

ITV has provided the Technology Center with a granular ice machine for the application of ozonated ice for the preservation of fish.

The application of new eco-efficient sanitation technologies can lead to water savings of up to 44% in the food and cosmetics industry, according to the results of the project.

ainia centro tecnológico

ITV COMMITMENT

ITV | ICE makers

Support and promotion of R&D&I

HACKATHON
INNOVA&ACCIÓN 2023

ITV Ice Makers **has participated as a challenger company in the III Hackathon Innova&Acción Business Challenge 2019** of the Polytechnic University of Valencia.

It is a marathon in which, for 24 hours, participants, organized into work groups, dedicate a full day to proposing solutions to the challenge posed to them, promoting their creative skills and innovation to solve the proposed problems.

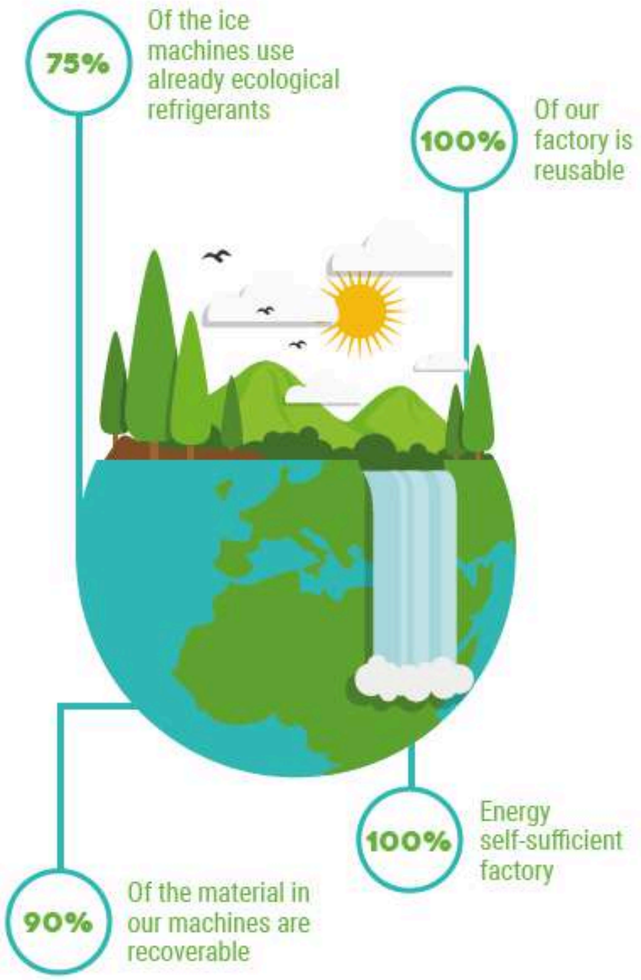
ITV COMMITMENT

ITV | ICE makers

Environmentally committed company

We are a company committed to the environment, which has taken a great step in the sustainable development of the manufacture of ice machines with the greatest energy efficiency.

- We use environmentally friendly R290 and R744 refrigerant gases.
- We produce machines with lower electrical consumption and a lower refrigerant gas charge.
- Our machines are 100% recyclable.
- We have a solar plant that produces clean energy, enough to run all the machines in the factory.
- Sustainable packaging made with recycled and recyclable materials.
- In addition, we manage waste responsibly, use recycled water in production and have completely eliminated "paper" from the plant, thanks to the digitalization of processes.



Environmentally committed company

A STEP TOWARDS MORE SUSTAINABLE REFRIGERATION

As part of our commitment to innovation and reducing the environmental impact of our products, throughout 2026 we have introduced the R454C refrigerant across our Scala ice machine range, replacing the previous R404A refrigerant.

This transition enables us to deliver more efficient and environmentally friendly solutions while maintaining the high standards of performance, reliability and quality that define our products.

Through initiatives like this, we continue to advance the development of technologies that combine innovation, energy efficiency and environmental responsibility, helping to build a more sustainable refrigeration industry.

ITV COMMITMENT

ITV | ICE makers

Internal environmental awareness campaigns

We periodically carry out internal campaigns for our team to promote environmental awareness, concern for the environment and sustainability.

Recycling campaigns
Good environmental practices in the office
Efficient use of water
Cleaning and environmental protection
Reduction of plastics and paper

ITV | ICE makers

Internal environmental awareness campaigns

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Recycling campaigns
Good environmental practices in the office
Efficient use of water
Cleaning and environmental protection
Reduction of plastics and paper

Ice for Life.

Awards and Recognition Circular Economy

ITV Ice Makers has received in **2020 and 2023 the ECORIBA CIRCULAR** Award, granted by the City Council of Ribarroja, which rewards those companies that have implemented significant actions in the field of circular economy both in energy efficiency and reduction, reuse and recycling of waste or reduction of CO2 emissions.

The ECORIBA CIRCULAR Award motivates us to continue our commitment to the 2030 Agenda and to redouble our efforts in the search for innovative solutions. It inspires us to work together with other actors in society to drive real and lasting change that will benefit present and future generations.

X MEES Awards (My Healthy Company)

IIn 2025, we were honored at the 10th MEES Awards (My Healthy Company) in the Social Wellbeing category — awards that recognize the best workplace wellbeing practices in Spain.

It was no small challenge: we shared the category with companies such as BSH, MAPFRE, AXA, Santa Lucía, and UNILEVER — true benchmarks in sustainability and people-centered policies.

This award places us among the top companies in the country in terms of social commitment, but above all, it proves that even in the industrial sector, it is possible — and necessary — to build a healthy, respectful, and human work environment.

From production to customer service and the technical team, this achievement reflects a collective effort, a culture we have built over time, and the daily commitment of every person who is part of ITV Ice Makers.

Committed to Health

CPR TRAINING

Throughout 2026, we launched a **Cardiopulmonary Resuscitation (CPR) Training program for our employees**, aimed at providing them with the essential knowledge and practical skills needed to respond quickly and effectively in the event of cardiac arrest or other emergency situations.

This initiative reinforces our commitment to safety, prevention and the well-being of our people.

Training our team in first aid not only helps create a safer working environment, but also equips employees with life-saving skills that can make a critical difference in emergencies, both in the workplace and beyond.

Commitment to equality

EQUALITY COMMITTEE: REFLECTION AND ACTION

Coinciding with the commemoration of International Women's Day, on March 8 we convened our Equality Committee, a body made up of representatives from various departments of the company. This space allowed us to open a constructive dialogue on the current situation of equality in our organization and to discuss new proposals to strengthen our gender equality policy. During the meeting, concrete measures were discussed to continue moving towards an inclusive, egalitarian and discrimination-free work environment, reaffirming our commitment to diversity and equity.

Commitment to equality

INTERNAL EQUALITY TRAINING

As part of our actions to promote gender equality, we conducted specific training for all our employees, aimed at raising awareness and educating them on the importance of equality in the workplace. This training included topics such as preventing gender bias, promoting equal opportunities, and identifying attitudes and behaviors that may hinder the development of a more inclusive culture. The training helped equip our team with key tools and knowledge to act as change agents within the organization.

Commitment to equality

INTERNAL LGTBI+ TRAINING

In line with our commitment to inclusion and respect for diversity, this year we have introduced specific training on issues related to the LGTBI+ community. This training is carried out as a new person entering the company and aims to raise awareness of the reality of LGTBI+ people in the workplace, promoting empathy and respect for sexual and gender diversity.

Through these initiatives, we have taken significant steps to strengthen equality and inclusion within ITV Ice Makers. Our goal is to continue building a work environment where every person, regardless of gender, orientation or identity, can fully develop and contribute to the success of the company.

Commitment to equality

SURVEY ON EQUALITY PLAN

We have conducted an internal survey on the Equality Plan to understand how our team perceives equal opportunities at ITV and to identify potential areas for improvement.

This initiative will enable us to gather employees' suggestions and continue moving towards a more inclusive, equitable and committed working environment.

Commitment to diversity

ITV ICE MAKERS FAMILY PLAN

At ITV Ice Makers we believe that the inclusion of people with disabilities in the workplace is key to building a fairer and more diverse society. For this reason, we work actively to remove barriers and promote their integration, convinced that this enriches both our company and the social environment.

In 2024 we joined the Adecco Foundation and its #EmpleoParaTodas las personas initiative, supporting programs such as Plan Familia. This proposal offers guidance and resources to people with disabilities and their families, promoting their access to employment and comprehensive wellbeing. Any ITV collaborator with a family member with a disability equal to or greater than 33% can participate in this program.

Commitment to diversity

COLLABORATION WITH AFEMPES FOR LABOR INCLUSION

As part of our commitment to inclusion, we collaborate with AFEMPES by incorporating into our team individuals who participate in the “Auxiliary Warehouse Activities” program. This initiative is aimed at promoting the social and labor inclusion of people with mental health diagnoses and, in this case, intellectual disabilities.

AFEMPES provides continuous support throughout the process to ensure a positive and enriching experience for both the participants and our teams.

aFempeS
Salud mental

Commitment to diversity

TREE PLANTING VOLUNTEER

At ITV Ice Makers we are committed to volunteering as a tool for social impact and cohesion. Together with the Adecco Foundation, we organized an environmental day with employees and their families to promote skills in people with disabilities and care for the environment.

We planted fruit trees and built seedbeds for medicinal plants, promoting inclusion, sustainability and teamwork. The experience was highly valued by all, reinforcing our commitment to the community and the environment.

Commitment to diversity

CHARCO AZUL ENVIRONMENTAL VOLUNTEERING

The initiative brought together volunteers from ITV Ice Makers and people with disabilities for an activity held at Charco Azul Natural Park. Participants worked together to clean the surrounding area and took part in a range of team activities focused on environmental awareness and collaboration.

Beyond improving the natural environment, the initiative was designed to support the development of personal and social skills such as communication, teamwork, concentration and problem-solving, helping to enhance the employability and active participation of people with disabilities.

This initiative reflects our commitment to building a more inclusive and sustainable society.

Commitment to diversity

CAPABILITIES RACE

From ITV Ice Makers we participate in the Race for Abilities, a solidarity sports initiative organized by the Adecco Foundation, which unites thousands of companies and people committed to a more inclusive and just society.

This year, the funds raised will go to work inclusion programs for entities affected by the flood.

ITV COMMITMENT

ITV | ICE makers

Collaboration with hospitality, cocktail and cooking schools

ITV has provided ice machines to various cocktail and cooking schools in Spain to teach training courses.

Gurú Lab
House of Mixology
TBTC Escuela Cocina al Vacío
Valencia Cluc Cocina
Asociación Barmans de Navarra
Escuela Superior de Hostelería de Barcelona
Escuela de hostelería Tenerife Norte
Escuela de Hostelería CPIFP San Lorenzo
Asociación de Barmans de la CV

ICE FOR SPORT

Participation, support and collaboration with numerous clubs to p**romote the values associated with sport** (effort, resilience and improvement) and the **promotion of women's, Paralympic and local sports in the Valencian Community.**

CEA DE BÉTERA

RIBA-ROJA TRAIL

CLUB FÉNIX DE MONCADA

ITV | ICE makers

ICE FOR SPORT

Participation, support and collaboration with numerous clubs to p**romote the values associated with sport** (effort, resilience and improvement) and the **promotion of women's, Paralympic and local sports in the Valencian Community.**

CLUB FÚTBOL FALLA ANTONIO PARDO

MEETING INTERNACIONAL DAVID CASINOS

ITV | ICE makers

ITV ICE FOR LIFE SPORT CLUB

IITV offers its employees the possibility of bringing us their shirt to participate in sports activities and ITV pays them in exchange for putting the logo on it. We also pay registrations for sports competitions.

The Ice For Life Club has participated in numerous competitions such as

New York Marathon
Valencia Marathon and Half Marathon
Castellón Half Marathon
Almansa Half Marathon
Riba-Roja Trail
Gran Fondo de Massanasa
Subida al Peloto
Carrera de empresas Valencianas
Quebrantahuesos cycling race
Legbreaker cycle ride
Cycling march 7 peaks of Requena
Chóvar and Elida Mountain Race
Jávea Olympic Triathlon
Oropesa Fund Race
...

ITV COMMITMENT

ITV | ICE makers

CLUB DEPORTE ITV ICE FOR LIFE

Ice for Life

IITV offers its employees the possibility of bringing us their shirt to participate in sports activities and ITV pays them in exchange for putting the logo on it. We also pay registrations for sports competitions.

ITV | ICE makers

SOCIAL BENEFITS ICE FOR LIFE TEAM

Ice for Life

By working at ITV, the entire team has a series of social benefits.

GYM WITH COACH

A gym with a personal trainer in the same facilities for those who want to achieve their sports goals.

CAFETERIA AND DINING ROOM

We have two multifunctional spaces where you can take a break, enjoy a coffee or eat.

RESTAURANT TICKETS

The company subsidizes part of the food in some restaurants in the area for people who prefer to eat out.

DREAMBOX

ITV has a space dedicated to relaxation for your moments of rest and disconnection.

ITV | ICE makers

SOCIAL BENEFITS ICE FOR LIFE TEAM

Ice for Life

By working at ITV, the entire team has a series of social benefits.

PHYSIOTHERAPY

We give away the first visit of each year to the physio, and on the rest of the sessions they have a 10% discount.

DENTAL REVIEW AND CLEANING

We give away an annual dental check-up and cleaning and also a 20% discount on any other treatment.

DISCOUNT IN PHARMACY

The pharmacy Cruz de Campanar The Cruz de Campanar Pharmacy offers us a 10% discount on all purchases.

VITAMIN YOURSELF CAMPAIGN

ITV puts fresh seasonal fruit at your disposal.
For 50 cents a week, you can consume 2 pieces of fruit a day.

ITV | ICE makers

SOCIAL BENEFITS ICE FOR LIFE TEAM

Ice for Life

By working at ITV, the entire team has a series of social benefits.

DISCOUNT AT THE CINEMA

Kinépolis offers special discounts to ITV workers and the different companies in the group.

ITV AND FAMILY

ITV organizes family days where friends and family of employees can come to see the facilities and our work.

SOCIAL EVENTS

Every year Christmas and summer lunches or dinners are organized to celebrate the successes achieved together and have moments of enjoyment with colleagues.

CONTINUOUS TRAINING

ITV also takes care of the training of employees to improve their skills and knowledge in areas relevant to their functions within each department.

SOCIAL BENEFITS ICE FOR LIFE TEAM

A NEW WORKSPACE DESIGNED FOR PEOPLE

In 2026, we inaugurated our new offices, a project designed to provide our team with a more modern, functional workspace tailored to today's needs for collaboration, innovation and well-being.

The new facilities have been designed to enhance comfort, improve the working environment and create a more efficient and enjoyable space for everyday activities.

This investment is part of our commitment to the sustainable development of the company. We believe that a high-quality workplace contributes to employee well-being, encourages collaboration and strengthens our corporate culture.

With these new offices, we are taking another step towards building a company that is ready to meet the challenges of the future, always placing people at the heart of our evolution.

ITV ICE makers

#ICEFORLIFE