

ESTD . 1999

FUNKiN COCKTAILS

IMPACT REPORT 2021-2022



ESTD . 1999

FUNKIN COCKTAILS

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WELCOME

This is my first year at FUNKIN COCKTAILS, and what a year it's been. The business started in 1999 making smoothie ingredients. Fast forward to today and we're the number one cocktail brand in bars, restaurants and supermarkets, nationally.

We are proud that FUNKIN COCKTAIL'S award-winning Purées, Mixers, Nitro Cans and Bartender Bottles can be enjoyed in thousands of bars, at home, or wherever our consumers fancy! Whilst this is a great achievement, our ambition to reduce the impact that FUNKIN COCKTAILS has on the planet has grown exponentially.

Our goal is to ensure that we are using business as a force for good, for now and for generations to come. It's been a real team effort, holding ourselves to account, asking our team what is important to them and making positive changes. This is a journey and we would like to show you a summary of our progress so far.

Caroline & the Team



Caroline Hipperson
FUNKIN COCKTAILS Managing Director

A woman with long brown hair, wearing a dark blue sweater and a magenta top, is holding a martini glass. The glass contains a yellowish-orange drink with a thick white foam on top and a lime garnish. The background is a textured orange wall.

ABOUT FUNKIN COCKTAILS

OUR PURPOSE



Making ordinary moments extraordinary

We are working together towards one common purpose with a vision to be the world's greatest cocktail company for the next generations.

We hope that our impact report will highlight how FUNKIN COCKTAILS is working collaboratively for future generations, to bring positive change within society, business and our planet.

Born as a fruit smoothie business and quickly became a cocktail company with launch of Pro Purees

Launch Pre-Batch and Purees in US venues followed by distribution in Amazon

Development of small batch syrup range with disruptive flavours such as Beetroot, Hemp and Jalapeno

FUNKIN COCKTAILS becomes the **No. 1 cocktail brand** in the UK and the No. 1 ready to drink cocktail in the total off trade

1999

2008

2015

2021

2005

2009

2017-2020

2023 ...

Listings in the most exclusive department stores in the UK and reach national distribution in bars and restaurants

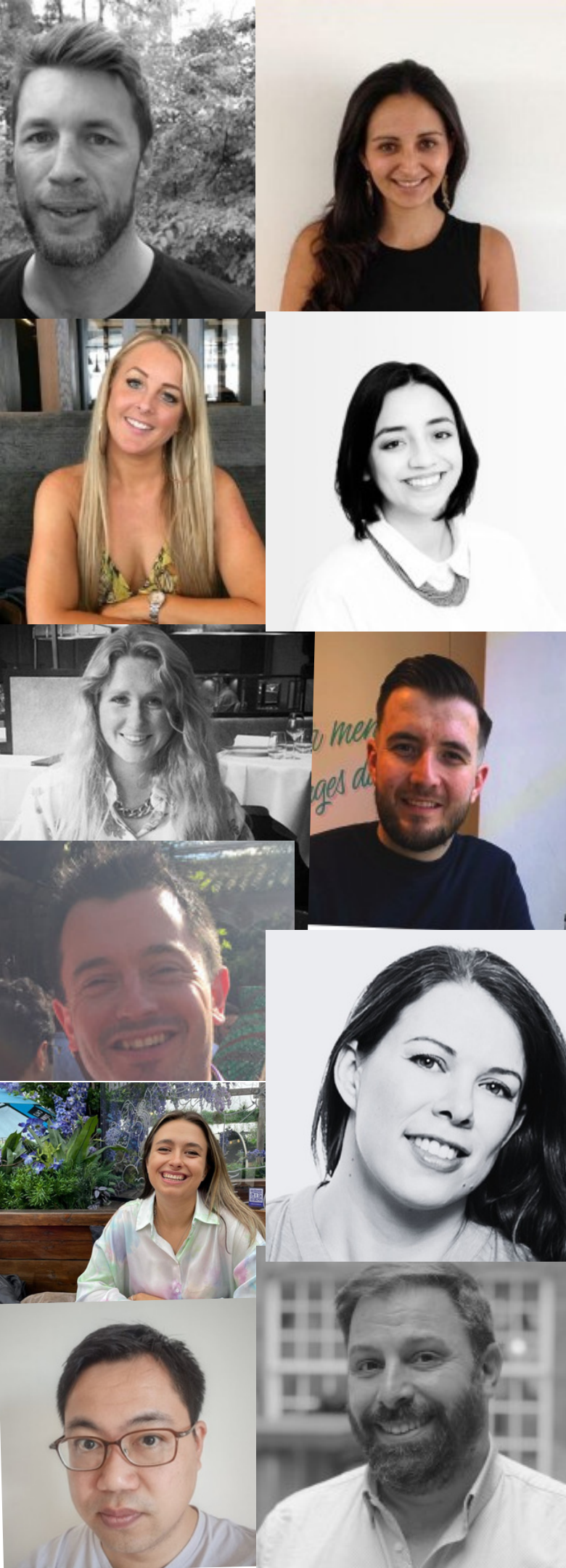
The true innovation begins with Cocktail Syrups and Ready-to-Mix Pre-Batch Cocktails for high tempo bars

Award-winning Nitro cans, and cocktail mixer products, capitalising on the growth of cocktails @home launched in key retailers

Becoming the world's greatest cocktail company for the next generations



A BRIEF HISTORY



A TEAM EFFORT

We're determined to make an impact.

We believe that all businesses should be a force for good in the world.

We set realistic targets that we can achieve together. There's plenty to work on and once we accomplish one objective we push for more.

We want to future-proof the business for future generations and effect meaningful change.

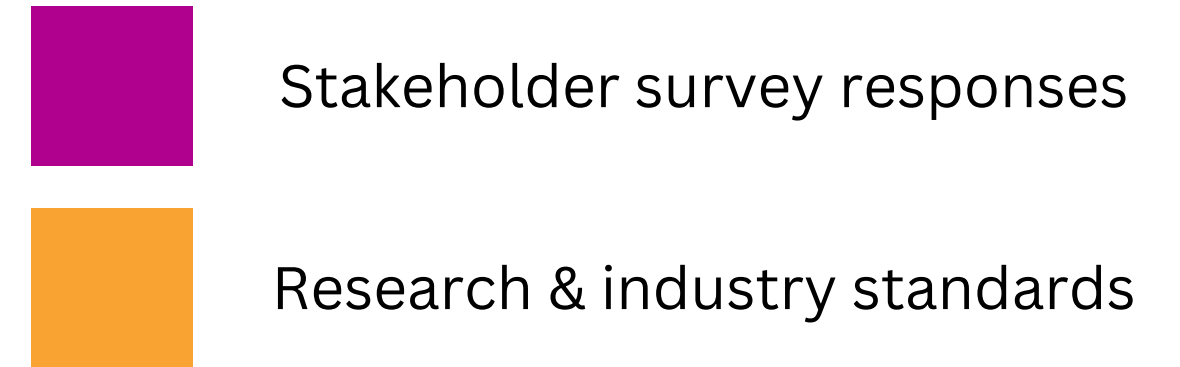


MAKING A POSITIVE IMPACT

MAKING A POSITIVE IMPACT

WHERE IT MATTERS

We believe that every voice in our business and across our wider suppliers is valid. Our materiality assessment has identified priority areas where we are focusing our efforts to effect meaningful change.

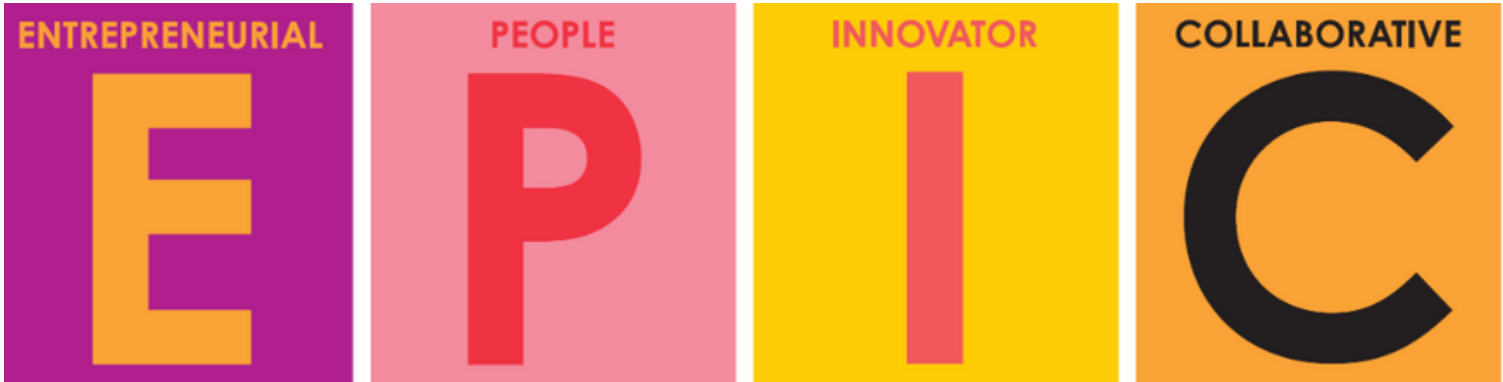


BUSINESS & GOVERNANCE	Customer satisfaction 92%	Good corporate governance 92%	Value for money 91%	Transparency & disclosure 89%	Climate change strategy 85%
	Human rights 91%	Gender equality 87%	Work/life balance 85%	Employee engagement 82%	Stakeholder engagement 78%
	Recycling & waste 84%	Climate change risk 82%	Clean energy 78%	Biodiversity 77%	EMS 73%
	Product quality & safety 91%	Raw materials 84%	Supply chain employment standards 84%	Supply chain ESG 83%	Responsible sourcing 83%

MAKING A POSITIVE IMPACT WITH OUR PEOPLE

We have an EPIC team.

And our EPIC employee values are central to who we are and how we work together.



We provide a range of support and benefits to our people to nurture our positive culture and continually look for new ways to ensure FUNKIN remains a great place to work.



EMPLOYEE ENGAGEMENT



75%

FEMALE TO MALE RATIO

22 : 20

HEALTH CARE CASH BACK PLAN



MENTAL HEALTH FIRST AIDERS

4

CYCLE TO WORK SCHEME



MAKING A POSITIVE IMPACT WITH OUR CONSUMERS



Maria runs our consumer experience.

Through her hard work and diligence
FUNKIN COCKTAILS is rated 4.6 / 5 or
EXCELLENT on Trust Pilot, the
independent consumer review channel.



Funkin Cocktails

Reviews 1,229 • Excellent



✓ VERIFIED COMPANY



MAKING A POSITIVE IMPACT WITHIN OUR COMMUNITIES

We are proud to support The Drinks Trust as our charity partner.

Since 1886, The Drinks Trust has provided care and support to the drinks hospitality industry workforce, both past and present.

Every team member at FUNKIN is encouraged to take part in volunteering activities, giving something back to the local communities we serve.



IN FOCUS

Funkin's marketing team spent a volunteer day hosting a marketing workshop for aspiring future leaders within the hospitality and drinks industry.

In collaboration with The Drinks Trust, 21 members of its Develop programme - ranging from hospitality staff to managing directors and business owners - attended five separate workshops learning about brands, trade and digital marketing, menu-building, mixology and innovation.

A rewarding day for both the participants and our Funkin colleagues, it was an opportunity to share expertise and inspire the future professionals of the drinks industry.

MAKING A POSITIVE IMPACT ON THE ENVIRONMENT



Our carbon footprint

Working with leading carbon footprint experts, The Carbon Trust, we have completed a second full carbon footprint assessment for our 2021/22 financial year covering our Scope 1, 2 and 3 greenhouse gas emissions.

Scope 1	Direct emissions from activities we control	Emissions from natural gas used to heat our office
Scope 2	Indirect emissions from the energy we purchase	Emissions from electricity purchased for our office
Scope 3	All other emissions that occur in the value chain	Emissions mainly from our purchased goods & services, and from transportation and distribution
Total Scope 1, 2 & 3 emissions		
5,507 tonnes (market-based)		

MAKING A POSITIVE IMPACT ON THE ENVIRONMENT

We are proud to have agreed and validated our science-based targets as we head towards our **net-zero by 2050** ambition.

Approved by the Science-Based Targets Initiative our targets are in line with the latest climate science recommendations necessary to meet the goals of the Paris Agreement and limit the temperature increase to 1.5°C above pre-industrial levels.



FUNKIN COCKTAILS is a member of the **Business Ambition** for 1.5 campaign - the world's largest and fastest-growing group of companies committed to taking urgent climate action aligned with 1.5°C and net-zero.

Our science-based targets

Overall Net-Zero Target

We commit to reach net-zero greenhouse gas (GHG) emissions across the value chain by **FY2050** from a **FY2020** base year.

Near-term Targets

We commit to reduce absolute scope 1 and 2 GHG emissions 60% by FY2030 from a FY2020 base year.

We also commit to reduce absolute scope 3 GHG emissions from purchased goods and services, upstream transport and distribution and downstream transport and distribution 25% within the same timeframe.

Long-term Targets

We commit to reduce absolute scope 1 and 2 GHG emissions 90% by FY2035 from a 2020 base year.

We also commit to reduce scope 3 GHG emissions from purchased goods and services, upstream transport and distribution and downstream transport and distribution 90% by FY2050 from a FY2020 base year.

MAKING A POSITIVE IMPACT ON THE ENVIRONMENT

Our ambitious commitments are being delivered through our No Time To Waste environmental sustainability programme.

No Time To Waste brings together net-zero, plastic and packaging, waste, water and sustainable sourcing workstreams and is driving improvement across a range of projects and initiatives.



MAKING A POSITIVE IMPACT ON THE ENVIRONMENT

How we're reducing our carbon footprint...



NO TIME TO WASTE

IN FOCUS

Funkin glass bottle recycled content increased from 14.6% to 42.5%



FINAL THOUGHTS

The FUNKIN COCKTAILS Board and wider team are fully committed to the longevity of our business, the positive social impact we can have on our community and the wider part we have to play in addressing climate change.

This is a journey, for us, our internal stakeholders and our wonderful suppliers.

We look forward to reporting on our next year of progress.

