



Leadership
excellence

Employer
of choice

Responsible
business

8 DECENT WORK AND ECONOMIC GROWTH



Sustainable growth

- Maintain and improve prompt payment performance
- Review Ethical Working Policy

3 GOOD HEALTH AND WELL-BEING



ZERO harm

- Launch My Safety reporting system and behavioural safety programme across the Group
- Launch revised Code of Conduct for Business Partners
- Set modern slavery and environmental learning pathways for our supply chain partners
- Increase number of colleagues completing environmental awareness module

10 REDUCED INEQUALITIES



A great place to work

- Benchmark Working Well strategy against Thriving at work: Stevenson/Farmer review.
- Deliver Samaritans Workplace Mental training across the Group and phase 2 of the Wellbeing Hub
- Achieve Living Wage Foundation accreditation across the Group
- Achieve Gold Standard Armed Forces Covenant
- Continued investment in apprentices, future talent and employee development.

13 CLIMATE ACTION



ZERO carbon

- Set a Science based carbon target for the Group.
- Increase proportion of hybrid cars in our fleet to 35%.
- Engage Top 25 suppliers to establish carbon reporting baseline for our scope 3 emissions
- Maintain that 100% of our energy purchased is from sustainable or renewable sources.
- Reduce maximum cap on ICE company cars across the Group to 110gCO2/km

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



ZERO waste

- Maintain zero waste to landfill across the Group
- Examine our route to zero waste generation and the circular economy for the Group
- Pilot Offsite becoming a zero waste facility
- Engage Top 25 suppliers to identify significant waste streams for reduction in our supply chain.

11 SUSTAINABLE CITIES AND COMMUNITIES



Delivering social value

- Refresh charitable giving policy
- Increase volunteering days delivered across the Group
- Develop social value methodology for the Group.

Net Positive

priorities for 2021/22