

ESG TARGETS BY 2030



EMPOWERMENT

ACTION

- 20% increase female representation, of which 5% increase in senior roles and 15% increase in technical roles
- 25% increase female representation at Board/Director level
- Increase ethnic minority by 5%



COMMUNITY

ACTION

- Develop more volunteering opportunities, equality and diversity programmes.
- Target – 100 volunteering days with 75% of the team involved
- Tracking and reporting on social value using SROI
- Work with local educators to provide work placements and launch an apprenticeship scholarship program
- 2% of profit philanthropy budget – offer one year's free connectivity to a local charity on an annual basis



SUSTAINABILITY

ACTION

- Reduce carbon footprint by 50.4% by 2032
- KPIs introduced for waste, printing, and energy
- Full review of procurement and introduction of sustainable guidelines



RESPONSIBILITY

ACTION

- Work with partners and vendors to take action on the environmental impacts of our products and services
- Leverage innovation and technology to enable efficiencies that reduce impact on the environment and improve lifecycle management