ESG | Environmental Social Governance

ESG scorecard 2021-2023
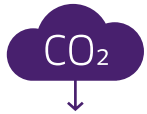
Year 3 results against 2021-2023 targets

Environmental

Reduce our clients' carbon footprint (kt CO_2 eq.)[1]

Order intake linked to lower carbon intensity

CO_2

Target: 33%
Actual: 28%

92%
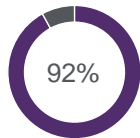
Water consumption[1]

Target: 10%
Actual: 5%

50%

Recycled and reused waste[2]

Target: 53%
Actual: 71%

134%

Social

Fair representation

Female graduate recruitment[1]

Target: 45%
Actual: 46%

102%

Underrepresented populations in senior management[2]

Gender
Target: 26%
Actual: 26%

100%

Nationality/race
Target: 23%
Actual: 28%

122%

Awareness and culture[1]

Inclusive leadership training

Target: 100%
Actual: 100%

100%

Community[1]

Volunteering initiatives

Target: 800
Actual: 1287

161%

STEM initiatives

Target: 150
Actual: 165

110%

Governance

Leadership in HSE[1]

SIF Prevention Projects

Target: 400
Actual: 1098

275%
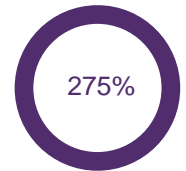
Human rights due diligence[1]

Audits on high-risk suppliers[1]

Target: 100%
Actual: 100%

100%

Ethics and compliance[2]

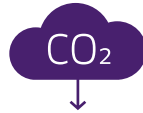**Annual training for all managerial levels**

Target: 100%
Actual: 100%

100%

[1] Metric shows against target and is cumulative
[2] Metric shows against target and is annual

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Year 3 result against 2030 target

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ESG scorecard 2021-2023

Environmental

CO_2

Reduce our carbon footprint by 50% by 2030 (kt CO_2 eq.)[2]

2017 Baseline: 677
Target: 338
Actual: 266

2017 Re- Baseline: 312
Target: 156
Actual: 266

[1] Metric shows against target and is cumulative
[2] Metric shows against target and is annual

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