

Sustainability goals

Based upon our identified sustainability priorities we have defined our 2025 sustainability goals on our baseline in 2019 and aligned these with the United Nation Sustainable Development Goals (UN SDGs). We commit to the SDGs and our 2025 sustainability goals will drive forward these commitments, ensuring we seek to continually improve and contribute to sustainable development.

Taking care of our employees and society



Health & safety

We want to establish safe and healthy workplaces for our employees and customers

We want to reach

<1.5 recordable accidents cases per million hours worked

<1.0 lost time injuries per million hours worked

Zero fatalities is our long-term goal

Improve reporting of near misses

1 report per employee per year

Reduce risk from high hazard operational procedures

3 Health & safety control measures implemented for each of our top 5 health & safety hazards per operating unit

Employee development & diversity

We will provide development opportunities for employees and treat all employees fairly

Improve gender diversity

30% women in corporate leadership positions

Provide

Training & development to provide opportunities and ensure the continued development of our employees

Supplier sustainability

We want to promote sustainability throughout our value chain

Promote sustainability

100 top suppliers commit to principles within the Leaded supplier sustainability policy including environment, health & safety, human rights and working conditions

Managing our environmental impact



Carbon efficiency

We want to reduce our energy consumption and carbon footprint

Reduce our carbon footprint

-15% CO₂ emissions relative to total output

Reduce forklift fuel consumption

50% of gasoline forklifts replaced with electrically driven forklifts

We want to reach

65% total electricity from renewable sources

Resource efficiency

We will reduce waste and use resources efficiently

Reduce consumption of non-biodegradable chemicals

-75% purchase volume relative to total output

Contributing to reducing packaging waste, water use and water pollution

Maintaining integrity



Compliance

We want to ensure compliance with the law and build trust with all stakeholders

Maintain compliance training rate

>90% employees trained on topics such as: data protection, anti-bribery, cyber security, etc.

Human rights

We support the protection of internationally proclaimed human rights

Strengthen human rights

>90% employees trained on relevant human rights topics, e.g., modern slavery

Adding long-term customer value



Customer focus

We want to strengthen customer relationships and provide services that meet our customers' needs

Maintain contract renewal rate

>90% contract renewal rate of customer base

Support customers in becoming more sustainable

through **environmentally friendly services**