

VIRIDOR SUSTAINABILITY TARGETS 2018-19



| FOCUS AREA | | SDG | 2018/19 TARGETS |
|-------------|------------------------|-----|---|
| WORKPLACE | SAFETY | | 1) Implement HomeSafe across the group |
| | WELLBEING & ENGAGEMENT | | 2) Contribute to the achievement of Pennon Sustainability Target No. 3 (77% response rate to employee survey and achieve 63% Trust Index (via Great Place to Work employee survey)) |
| | SKILLS & LEARNING | | 3) Contribute to Pennon Sustainability Target No. 4 (250 apprenticeship starts since programme benchmark) |
| | DIVERSITY | | 4) Increase the proportion of female employees to 16%(contributing to Pennon Sustainability Target No. 5 – gender diversity) |
| MARKETPLACE | SUPPLY CHAIN | | 5) Adopt CIPS sustainable procurement principles |
| | CUSTOMER FOCUS | | 6) Run a quarterly customer satisfaction survey |
| ENVIRONMENT | RESOURCE EFFICIENCY | | 7) Identify a potential circular economy initiative / business opportunity |
| | | | 8) Increase energy generation to 280MW (capacity) |
| | CLIMATE CHANGE | | 9) Set function unit benchmarks |
| | BIODIVERSITY | | 10) Create a new biodiversity strategy |
| COMMUNITY | EDUCATION & LEADERSHIP | | 11) Apply our 'Business Class' approach to all our school partnerships (contributing to Pennon Sustainability Target No.10) |
| | COMMUNITY PARTNERSHIPS | | 12) Organise two 'showcase' volunteering / community events |
| | COMMUNITY BENEFITS | | |



| 2020 GOAL |
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| ➤ Zero incidents |
| ➤ Upskill and deliver life long learning and be an employer of choice |
| ➤ Engage and collaborate with our suppliers, customers and partners to achieve greater sustainability through the supply chain |
| ➤ Double the recycling and recovery rate to 70% |
| ➤ Increase Energy Generation to 300MW (capacity) |
| ➤ <i>Reduce our operational carbon footprint by 35% (under review)</i> |
| ➤ <i>Biodiversity Benchmark at 12 sites (under review)</i> |
| ➤ Provide investment and positive contribution to our communities |