

Environmental

Social

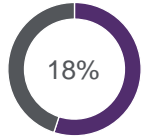
Governance

Reduce our clients' carbon footprint (kt CO₂ eq.)¹

Order intake linked to lower carbon intensity



Target: 33%
Actual: 18%

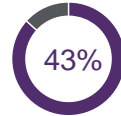


Fair representation



Female graduate recruitment¹

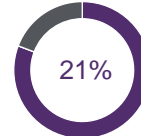
Target: 45%
Actual: 43%



Underrepresented populations in senior management²

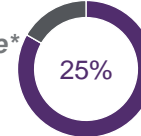
Gender

Target: 26%
Actual: 21%



Nationality/race*

Target: 23%
Actual: 25%

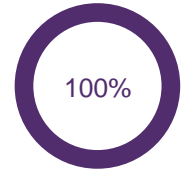


Leadership in HSE¹



SIF Prevention Projects

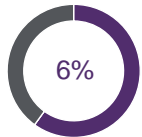
Target: 400
Actual: 650



Water consumption¹



Target: 10%
Actual: 6%

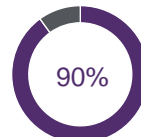


Awareness and culture¹



Inclusive leadership training

Target: 100%
Actual: 90%

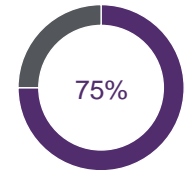


Human rights due diligence¹



Audits on high-risk suppliers¹

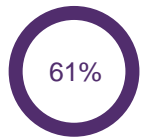
Target: 100%
Actual: 75%



Recycled and reused waste²



Target: 53%
Actual: 61%
Baseline: 48%

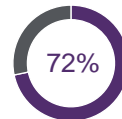


Community¹



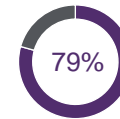
Volunteering initiatives

Target: 800
Actual: 574



STEM initiatives

Target: 150
Actual: 119



Ethics and compliance²



Annual training for all managerial levels

Target: 100%
Actual: 100%



* race refers to US minorities

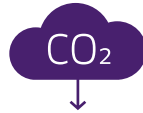
¹ Metric shows against target and is cumulative

² Metric shows against target and is annual



Year 2 result against 2030 Target

Environmental



Reduce our carbon footprint by 50% by 2030 (kt CO₂ eq.)²



2017 Baseline: 677
Target: 338
Actual: 289



2017 Re- Baseline: 312
Target: 156
Actual: 289