

### ESG targets – Roadmap to 2050

	Roadmap measure	2021 data	2022 data	2023 progress	2030 target	2050 target
<b>Sustainable products</b>	Turnover derived from environmental solutions	77%	77%	89%	>80%	>80%
	Product recycled content	27%	27%	27%	>40%	>50%
	Product recyclability	74%	77%	80%	>80%	>90%
<b>GHG emissions</b>	GHG emission <sup>2</sup>	1,804	1,843	1,734	763	Net zero
<b>Waste reduction</b>	Waste diverted from landfill	–	99%	99%	100%	100%
<b>Plastic packaging</b>	Reduction of preventable plastic packaging	–	50%	55%	100%	100%
<b>Health &amp; Safety</b>	Lost days due to accidents	83	89 <sup>1</sup>	65 <sup>1</sup>	0	0
<b>Diversity &amp; Inclusion</b>	Gender diversity <sup>3</sup>	3:1	3:1	3:1	2:1	1:1

1 51 days lost related to one accident in 2022, 64 days lost related to one accident in 2023.  
 2 Market-based emissions (scope 1, 2 & partial scope 3) expressed as tonnes of CO<sub>2</sub> equivalents.  
 3 Male : Female.

## Solar panels

Wade have had solar panels in place for ten years, reducing our GHG emissions. Following our Energy Saving Opportunity scheme we are looking to replace gas boilers and roll out solar panels to other parts of our estate where we own the freehold.

### How this aligns with our Sustainable Development Goals



➔ See page 40 for more