Net zero transition planning



Governance / accountability	Board oversight of strategy, risks and opportunities						Report against targets annually
	Compliance & Culture Committee assesses implementation of strategy and tracks progress						
	Audit Committee oversight of risk management and reporting						
	Remuneration Committee ensures sustainability targets included in incentive schemes						
	Executive Committee accountable for implementation of strategy						
	ESG Operating Committee implements and executes ESG strategy across business						
Our ambition	Scope 1 and 2 emissions baseline year 2019	Scope 3 emissions baseline year 2021	70% reduction in Scope 1 and 2 emissions by 2025	Zero waste to landfill* at strategic manufacturing sites by 2030	Net zero Scope 1 and 2 emissions by 2040		ro Scope 3 Ins by 2045
2019 2045							
Our action plan (as at 26 February 2024)	 Short term: 1-3 years Facility energy efficiency measures Offset non-renewable electricity purchases with renewable energy credits (RECs) Considering ESG in procurement decisions Increase S+N fleet use of electric vehicles and support employee onsite charging 		 Medium term: 3-7 years Onsite renewable energy at key sites (self-generation) Travel policy to consider carbon impact Supplier science-based carbon reduction targets Property portfolio optimisation to reduce carbon footprint 		Long term: >7 years • Sourcing strategy informed by supplier carbon reduction plans & annual progress disclosures (CDP)		

*S+N defines "zero waste to landfill" as at least a 90% annual landfill diversion rate