



## ACCELERATED SUSTAINABLE AND RESPONSIBLE BUSINESS PRACTICES IN OUR SECTOR AND VALUE CHAIN

CARBON EMISSIONS      WASTE      INTEGRITY

**25%**  
emissions reduction in controlled operations vs 2021

Complete transparency on waste in controlled operations

**75%**  
of supplier spend signed SCoC

**90%**  
of employees are periodically trained in CoC

**50%**  
periodically audited by Ecovadis

**75%**  
of employees feel free / encouraged to make report

- Switch to renewable electricity and bio-fuel
- Reduce energy consumption in real estate by e.g. switching to LED-lighting and piloting smart energy management tools
- Improve transport efficiency by implementing fleet management tools
- Reduce use of packaging
- Switch to sustainable packaging
- Rework damaged goods
- Reduce overstock
- Split waste streams
- Identify and clearly communicate about our legal and suppliers
- Roll-out organization wide, and supplier-wide programs and trainings (e.g. e-learning on CoC and collaboration on SCoC with EcoVadis)
- Monitor and continuously improve the efficiency and effectiveness of programs



## MORE AFFORDABLE, COMFORTABLE AND SUSTAINABLE HOUSING REALIZED BY OUR INNOVATIVE BUILDING PRACTICES AND MATERIALS, WHILE MITIGATING CLIMATE CHANGE

SUSTAINABLE PRODUCTS

**25%**  
of spend from sustainable products

- Create transparency on environmental impact and footprint of our portfolio
- Optimize portfolio and increase the number of sustainable products, in line with our definition
- Provide sustainable product and building advice and benchmarking

**50%**  
of spend from sustainable products

INDUSTRY LEADER IN OFFERING AND SELLING SUSTAINABLE PRODUCTS & SERVICES



## AN INSPIRING AND SAFE PLACE TO WORK AND A GREAT EMPLOYEE JOURNEY TO ALL OUR PEOPLE, EVERYDAY

HEALTH & SAFETY      DIVERSITY, EQUITY & INCLUSION      EMPLOYEE ENGAGEMENT

**40%**  
reduction in frequency ratio of accidents

**20%**  
of leadership<sup>1</sup> has diverse<sup>2</sup> background

**7.5**  
employee engagement score

- Set up a Group-wide H&S framework
- Launch targeted H&S interactions to educate and train employees
- Build a culture that promotes H&S
- Deliver training on unconscious bias to all people managers
- Roll out Group-wide "targeted recruitment"
- Make DEI part of all our Leadership Development offerings
- Work and lead through our Values
- Install strong performance management and talent review processes
- Offer personal development programs
- Provide correction plans based on employee survey outcomes
- Provide at- and above labour conditions

**60%**  
reduction in frequency ratio of accidents

**30%**  
of leadership has a diverse background

**8**  
employee engagement score

**ZERO**  
Zero accidents

**FAIR REPRESENTATION**  
BME Leadership team and applicant pools are a fair reflection of diversity in local communities

**EMPLOYER OF CHOICE**  
BME is the employer of choice in its sector

**2025**  
SHORT TERM TARGETS

A SELECTION OF OUR INITIATIVES TO ACHIEVE THOSE

**2030**  
MEDIUM TERM TARGETS

**2045**  
LONG TERM AMBITIONS