EMS & CR
OBJECTIVES, TARGETS AND ACTIONS

2020
## Corporate Responsibility Objectives, Targets & Actions

<table>
<thead>
<tr>
<th>Objective</th>
<th>Targets and Actions</th>
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| **Deliver staff communications on waste and resources** | • Produce engagement emails/activities on significant days e.g. Global Recycling Day  
• Update employees with waste and utility data collected by UK office champions                                                                                                                                       |
| **Promote diversity within Anthesis and the sustainability sector** | • Work with Anthesis Diversity & Inclusion group to deliver internal campaigns e.g. International Women’s Day  
• Conduct gender pay gap analysis and issue an annual report  
• Increase opportunities and diversity of employees through recruitment process                                                                                                                                         |
| **Encourage staff engagement**                | • Anthesis Senior Leadership Team to encourage engagement with all staff on business strategy and Anthesis Spirit (formal and informal engagement)  
• Engage our STEP group with providing feedback on business direction                                                                                                                                               |
| **Encourage integrity**                       | • Create an Anthesis whistle blowing policy and roll out globally  
• Complete the [2020 UNCG Communication](#) on progress report  
• Communicate policies on anti-corruption within the UK  
• Increase company awareness and action around modern slavery  
• Roll out training for procurement staff and promote globally using Anthesis modern slavery risk assessment                                                                                                           |
| **Promote quality management**                | • Roll out QMS standard beyond UK ECO team                                                                                                                                                                           |
## CORPORATE RESPONSIBILITY OBJECTIVES, TARGETS & ACTIONS

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<td><strong>Promote staff welfare</strong></td>
<td>• Continue to roll out new wellbeing initiatives across UK and North America offices and remote workers</td>
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| **Facilitate staff training and development** | • Increase opportunities for staff development through a range of internal programmes e.g. 5 Voices Leadership training, T3 Client Engagement training  
• Continue to develop and promote PULSE sessions, shadowing opportunities and coaching training |
| **Deliver activities against our global employee initiative around the SDG Zero Hunger** | • Encourage and provide support for all regions and employees to participate in the initiative. Delivering activities against our 3 key pillars:  
  ○ Education e.g. Promote World Hunger Day, guest speakers, awareness comms on food insecurity  
  ○ Engagement e.g. Fundraising and volunteering for a relevant charity, team/office pledges to go vegan  
  ○ Innovation e.g. Provide our expertise to organisations that support zero hunger |
| **Improve environmental performance** | • Improve the capture of GHG data for our global operations  
• Develop a sustainability and circular office guide and campaign for all Anthesis offices globally  
• Research methods to monitor the carbon savings from client project work |
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<td>Maintain ISO14001:2015 Environmental Management System standard for UK operations</td>
<td>• Maintain and enhance procedures and controls to ensure compliance with the ISO14001:2015 standard</td>
<td>• Maintain a structured approach to monitor and assess AUK’s EMS against the ISO14001:2015 requirement</td>
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<tr>
<td>To minimise the generation of waste by implementing improved recycling, recovery and reuse of waste arisings within all offices of the company</td>
<td>• In 2020, construct a baseline for waste arisings in all UK offices • Reduce residual waste arisings by 10% from 2021-2022</td>
<td>• Ensure that all wastes are disposed of in accordance with legal requirements • Carry out behavioural change and awareness raising initiatives to ensure AUK implements the waste hierarchy • Investigate options for recycling, reusing and reducing additional waste materials. This should include WEEE and supplier take back of packaging • Develop implement sustainable procurement training with HR/Office Managers.</td>
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<td>To continually improve our performance in reducing utility usage</td>
<td>• To maintain the usage of electricity at no more than an average of 70KWh per employee per month (previous target 150KWh) • To construct a baseline for gas consumption per employee per month for the Bristol and Oxford offices</td>
<td>• Carry out behavioural change and awareness raising initiatives with AUK staff • Work with building managers to investigate options for improving the energy and water efficiency of the office buildings • Report meter readings back to AUK staff to update all on progress</td>
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## EMS OBJECTIVES, TARGETS & ACTIONS

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| Improve Resource Efficiency | • Continue engagement with a minimum of 5 suppliers to reduce the environmental and social impacts from the products and services purchased  
• To encourage best practice during the procurement process  
• Construct a paper usage baseline for all AUK offices. Reduce printing by 10% from 2021-2022  
• Reduce negative impacts associated with running AUK events | • Provide guidance and training to encourage and enable procurement staff to make sustainable procurement choices  
• Develop a supplier code of conduct or questionnaire  
• Work with key stakeholders to reduce paper usage  
• Office champions to record monthly paper usage  
• Carry out behavioural change and awareness raising initiatives  
• Develop an events sustainability checklist and implement processes to monitor and reduce impacts for all AUK events |
| To continually improve our performance in reducing the environmental impacts of business travel | • Develop opportunities to reduce the impact of business travel | • Carry out behavioural change and awareness raising initiatives  
• Ensure hotel sustainability checklist is being used effectively and implement processes to monitor and reduce impacts when AUK employees use hotels  
• Conduct annual commuting survey  
• Gain insights into areas most suitable for carbon reductions |
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| Reduce carbon footprint                        | • Calculate the carbon footprint annually for the UK operations and continue to implement initiatives to reduce AUKs carbon footprint  
• To reduce our operational carbon emissions (tonnes CO2e) by 5% per FTE from 2019 to 2020 | • Measure AUK carbon footprint. Use findings to review and implement ways to reduce carbon footprint  
• Ensure all employees implement the company’s sustainable business travel policy  
• Purchase 100% of electricity from renewable sources  
• Review options for carbon offsetting of travel and/or total AUK operations  
• Trial ‘carbon literacy’ training with the early-career professionals at Anthesis through the STEP programme |
| Support biodiversity enhancement and preservation | Support biodiversity both on office sites and via external projects     | • Engage with building managers to explore opportunities to enhance/protect biodiversity on site  
• Support external conservation projects either financially, through staff volunteering days or fundraising activities |