2022-2024 Roadmap
Our 15 priorities for 2024

	PRIORITIES	2024 GOALS
Promote diversity and inclusion		
	Gender diversity	Achieve a level of 30 % of management positions filled by women
	'Diversity & Inclusion' labelling	Achieve a level of 80% of the workforce working at an entity holding the 'Diversity & Inclusion' label
	Employability of Early-in-careers	Offer 4,000 new opportunities to Early-in-careers each year
	Diversity and inclusion among suppliers	Develop 200 additional businesses with suppliers qualified as 'Diversity & Inclusion'
Reduce our carbon footprint		
	CO_2 emissions avoided for our customers	Thanks to the Group's Energy Efficiency solutions, enable our customers to avoid the emission of 12 million tonnes of CO_2
	Direct and indirect CO_2 emissions (scopes 1 & 2)	Reduce the Group's CO_2 emissions within scopes 1 and 2 by 10% each year through energy efficiency improvements at our manufacturing sites and renewable energy deployment
	Indirect CO_2 emissions (scope 3)	Encourage at least 250 key suppliers to have an official CO_2 emission reduction target of 30% on average by 2030
Develop a circular economy		
	Use of recycled materials	Achieve a 15 % recycled plastics use rate and 40% recycled metals use rate in products manufactured by the Group
	Phase out single-use plastic	Eliminate 100% of single-use plastic in flow pack and expanded polystyrene packaging
	Environmental declarations	Cover 72% of the Group's annual sales with Product Sustainable Profiles
Be a responsible business		
	Customer satisfaction	Achieve 90 % of sales made to satisfied customers (satisfaction surveys)
	Business ethics/compliance	Supervise, provide training and ensure compliance in relation to the Group's commitments in the area of business ethics
	Employability and skills development	Provide training for 85 % of employees each year and attain 7 hours of annual training for each employee
	Safe workplace	Reduce the workplace accident frequency rate by 20 % (FR2)
	Expanded social coverage	Expand the Serenity On program to cover 100% of employees