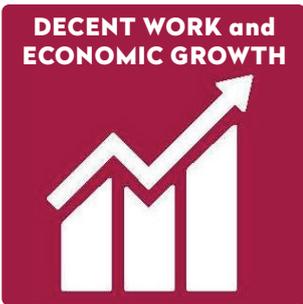


# Our Sustainability Strategy 2022



Set forward by the United Nations (UN) in 2015, the Sustainable Development Goals (SDG) are a collection of 17 global goals aimed at improving the planet and the quality of human life around the world by the year 2030.

Apleona's Sustainability Strategy is underpinned by **THREE PRIORITY GLOBAL GOALS**



## DECENT WORK and ECONOMIC GROWTH

We are committed to **sustainable economic growth** and **full and productive employment for all**. We recognise the opportunity to attract individuals from different backgrounds and the benefit diversity brings to all business functions.

We **actively promote safe working practices** - this underpins everything we do and keeps your teams and building users safe always.



## GOOD HEALTH and WELL-BEING

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The importance of the **well-being of our employees** is crucial - it is important to us that all our staff happy, healthy and realise their potential.



## CLIMATE ACTION

### CLIMATE ACTION

Climate change requires an urgent action by everyone. We **help our customers to develop and implement measures to optimise their energy usage** in their properties and reduce any wastage. We are also **committed to reducing our own carbon footprint**, following our plan to Net Zero.

# Our Sustainability Actions 2022

## DECENT WORK and ECONOMIC GROWTH



Achieve **Level 3** in Disability Confident Leader by 2023

Recruit **5** additional employees from dis-advantaged backgrounds or with disability

Invest in **20** staff gaining new qualifications

Deliver at least **8 hours of training**/employee

Launch **new training** on Equality Diversity & Inclusion

Support **5 additional apprentices** or apprenticeship courses

Increase the number of tablets/handhelds to **support efficiency and customer satisfaction** through digitisation

**Increase our spend with SMEs** (£) and map our spend with Social Enterprises (CICs)

Conduct **10 modern slavery assessments** in our supply chain

## GOOD HEALTH and WELL-BEING



**Reduce accident/incident** occurrences by 2%, RIDDOR

**Reduce LTIFR**, (2 in UK and 2 in IRE for 2022)

Complete **80 safety walks** (UK and IRE)

Capture the number of conversations held by **Mental Health First Aiders**

Roll out an internal wellbeing initiative '**Well @ Work**'

**Avoid 2000 litres** of cleaning chemicals by using non-chemical product

## CLIMATE ACTION



Launch of **Net Zero Target** and develop a roadmap

Quantify **energy efficiency savings** delivered for clients

Enhance waste reporting through a digital platform: **waste arising; recycled; reduction**

Achieve external certification to **ISO 50001** by 2023

Engage and implement **new environmental improvements** on 6 key contracts

Engage with fleet providers and review the Company's fleet in line with the **Group environmental ambitions**

**Refurbish** and put back into use 40 items of cleaning equipment

**ACHIEVE SILVER AWARD IN ECOVADIS ASSESSMENT**

