

# POSITIVE CHANGE

## SUSTAINABILITY TARGETS (FY2020-2030)

To implement our sustainability policy, the following are the targets we have set for financial year(s) FY2020-30. These are our commitments to achieving our Positive Change sustainability aims under our three pillars of action – **Source and Sell Responsibly, Work Responsibly, Support Community.**



### (1) **BUY & SELL RESPONSIBLY**

- By end 2021, understand our Carbon Footprint and define measures to reduce it ✓
- By mid-2022 engage and assess our top 10 partners/suppliers and GNFR (Goods Not For Resale) suppliers in line with our Ethical Trading Regulations.
- By mid-2021, gather customer insight on the sustainability interests of our customers and how we can meet them ✓

### (2) **WORK RESPONSIBLY**

#### **Energy and Climate Change**

- By Q3 2020, a sustainability program team is in place and a plan of action is being executed to drive our sustainability journey ✓
- By end FY 2021, complete a feasibility assessment for science-based carbon targets for Ergo, including the use of renewable energy.
- By end 2021, Ergo will reduce our carbon emissions (scope 1 and 2) by a minimum of 15% from a baseline established in 2011 ✓
- By end 2022, Ergo will reduce our carbon emissions (scope 1 and 2) by a minimum 40% from a baseline established in 2018 ✓
- By end 2025, assess whether our main OEMs [HPE, Dell, Lenovo and their Distis] understand the impacts of last mile delivery and whether they have a plan of action around Net Zero goals or plans for electric delivery van and semi-electric cargo bikes.
- Carry out a baseline on Scope 3 upstream and downstream and by 2025 set a Net Zero target. Following this decide whether to sign up to Science Based Target Initiative (SBTi)/ Net Zero
- By 2030, Ergo has an ambition to be Net Zero for Scope 1, 2 and 3 Emissions. [This can be 90% with a 10% carbon removal. This requires Scope 3 before we can get to this.
- By end of 2022, Ergo intends to be Carbon neutral for Scope 1 and 2 emissions. An assessment of the mechanism to achieve this will be carried out early in 2022.

#### **Resources and Waste**

- By end 2022, be zero waste to landfill across all our offices.

#### **Eliminate single use plastics and Sustainable Packaging**

- By end of Q1 2021, eliminate all single use plastics including plastic straws, cutlery, cups and water bottles in our office canteens ✓



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- By end of Q2 2021, shift to reusable coffee cups as our preference and 100% compostable coffee cups for single use if needed ✓

## (3) SUPPORT PEOPLE AND COMMUNITY

### Charity and Volunteering

- By end of FY 2021, 100 days volunteering completed by team members ✓
- By end of FY 2021, fundraise €100k for charity (Make a Wish and SVP) with business match funding to a maximum of €150k.

### Training and Engagement

- By end of 2021, a landing page for our sustainability goals is available on our internal web site ✓
- By March 2021, team sustainability resources available on our internal communications web site(s) to support engagement and capacity building ✓
- By end 2021, updates to sustainability training completed for, green champions, sustainability team and new team members at induction ✓
- By end of 2021, Ergo's Diversity, Inclusion and Belonging journey will be underway with clear metrics established and ratified by a 3<sup>rd</sup> party. [Complete with Ergo being awarded the Investors in Diversity Bronze award from the Irish Centro for Di>ersity].

Paul McCann                      (CEO, Ergo Group)  
John Purdy                        (Chair, Ergo Group)

