# How are we going to get there?

We have established workstreams to begin building beyond the known, because there is a great deal to do and a successful transition will take time. We have developed a roadmap with milestones along the way to our ambitions for 2030.

# 2021

# **Decarbonisation**

Confirmed our baseline for Scope 1 & 2 GHG emissions

# **Biodiversity promotion**

Publish our UK biodiversity strategy

# **Resource conservation**

Continue phased reduction in plastic packaging, target 30% less by 2023 compared to 2019 levels

# **Product & service innovations**

Founded "Project Tomorrow" our low-carbon product & service innovation workstream

#### **Product & service innovations**

Enhanced the Category Marketing team to focus on innovation and market opportunities

#### Our people

Established an Apprentice Academy

# Our people

Publish our Equality Diversity & Inclusion policy

# Our people

Continued promotion of our Employee Assistance Programme to support employees' physical and mental health

# 2022

# **Decarbonisation**

Set our baseline for Scope 3 GHG emissions

#### **Resource conservation**

Set our baseline for natural resource consumption

# **Manufacturing processes**

Establish datasets for lifecycle assessment

## Our people

Publish action plans to increase community representation

## **Our communities**

Publish our Social Value Statement

# 2023

# **Decarbonisation**

15% reduction in CO<sub>2</sub> emissions (tonnes CO<sub>2</sub>e per m<sup>2</sup> of product) from a 2020 baseline, across Wienerberger Building Solutions

#### **Resource conservation**

Revise our natural resource management strategy, with new targets for water conservation and diverting waste from landfill and incineration

# **Biodiversity promotion**

Biodiversity improvement programme in place at all sites

# **Circular initiatives**

100% of new products will be designed in a way that they are reusable or recyclable



# 2025

#### **Decarbonisation**

First net-zero concrete tile factory (Scope 1 & 2)

# **Decarbonisation**

Add fully electric cars to company car fleet

# **Decarbonisation**

Complete transition to electric forklift trucks

# **Circular initiatives**

Publish customer deconstruction & reuse guidance for each product category

# Our people

Undertake ethnicity pay gap reporting

# Our people

> 30% females in professional services across Wienerberger **Building Solutions** >15% females in Senior Leadership

Team at Wienerberger Limited

# Our people

Increase training hours by 10% per employee across Wienerberger **Building Solutions** 

# **Our partners**

Facilitate CO<sub>2</sub> emissions reductions, via contracting and engagement with key suppliers

# **Our communities**

Quantify our Social Value contribution and set goals for 2030

# 2027

# Decarbonisation

Second net-zero concrete tile factory (Scope 1 & 2)

# **Biodiversity promotion**

Demonstrate biodiversity net gain on all UK factory and quarry sites

#### **Circular initiatives**

Circular economy solutions established for plastic and wood packaging materials

# Our people

40% female representation in professional services 15% female representation within operational roles

# Our ambitions for 2030

# **Decarbonisation**

We will have set a Science Based Target and established a net-zero (Scope 1 & 2) ceramic production line as a key milestone towards achieving net-zero emissions before 2050.

#### **Resource conservation**

We will use lifecycle assessments to demonstrate we have reduced our demand for natural resources.

# **Biodiversity promotion**

We will use the Biodiversity Net Gain metric to demonstrate increased biodiversity across our land assets.

# **Manufacturing processes**

Our manufacturing processes will assist Wienerberger's transition to a net-zero emission, nature-positive company.

# **Circular initiatives**

We will have integrated circular economy principles into our business model by designing out waste across the whole product lifecycle.

# **Product & service innovations**

Our products and services will improve people's quality of life and promote efficient use of energy and water in the built environment.

# Our people

We will be able to demonstrate high levels of mental and physical wellbeing amongst employees, evidenced by our H&S reports and biannual employee surveys.

Our workforce and leaders will be representative of our local communities.

#### **Our partners**

We will have curated a network of trusted partners to tackle the global crises of climate change, biodiversity loss and resource scarcity.

# **Our communities**

We will be able to demonstrate that Wienerberger adds value for communities through our Social Value Statement.

