

# Group ONE PLANET 2024 Result: 163%

Targets designed to bridge annual performance with ambitious One Planet roadmap

## CLIMATE

	Metrics	Weight %	Threshold	Target	Maximum	2024 result	Result
	<b>GHG Scope 1 &amp; 2 emissions</b> Gross absolute value at current scope (Mt)	2.1%	No progress vs. 2023	2.4% decline vs. 2023	4.2% decline vs. 2023	6.1% decline vs. 2023	<b>200%</b>
	<b>Increase the share of revenue in circular business</b> % of sales of products manufactured from specified sources <sup>1</sup>	2.1%	No progress vs. 2023	50 b.p. increase vs. 2023	100 b.p. increase vs. 2023	140 b.p. increase vs. 2023	<b>200%</b>
	<b>Biodiversity roadmaps &amp; Water risks mitigation plans</b> Number of identified sites where plans were developed & validated	2.1%	No progress vs. 2023	17 new sites vs. 2023	29 new sites vs. 2023	22 new sites vs. 2023	<b>142%</b>
	<b>Waste</b> Industrial waste without valorization (kt)	2.1%	Limit increase to < 11.6% vs. 2023	Limit increase to < 5.3% vs. 2023	0.3% decrease vs. 2023	5.4% decrease vs. 2023	<b>200%</b>
	<b>Safety</b> <sup>2</sup> (1) RIIR, (2) Process Safety, (3) Leading/Lagging Ratio, (4) Safety Talks	2.1%	Average of the 4 equally weighted metrics			Below threshold for 2/4 metrics, maximum for 1/4 metric, 50% for 1/4 metric	<b>63%</b>
	<b>Inclusive Workplace</b> <sup>3</sup> (1) Management Composition, (2) New Leadership Training	2.1%	Average of the 2 equally weighted metrics			Below maximum, but above target for 2/2 metrics	<b>140%</b>
	<b>Living Wage</b> 100% of our employees to be paid a living wage by 2026	2.1%	100% living wage coverage in pilot areas <sup>4</sup>	Threshold performance + auditing practices across global operations and value chain	Target performance + ensuring 50% living wage coverage across global operations	100% living wage coverage in pilot areas + 95% for global operations	<b>200%</b>

<sup>1</sup>% of sales of products manufactured from renewable raw materials and recycled raw materials and renewable energy; products designed for increasing the durability and products enabling the recycling

<sup>2</sup>4 objectives (RIIR, process safety incident rate, leading/lagging ratio, senior Leadership safety talks) with equal weights; below threshold performance for RIIR & process safety incident rate; maximum performance for leading/lagging ratio; 50% for senior leadership safety talks

<sup>3</sup> 2 objectives relating to leadership training and management composition with equal weights

<sup>4</sup>US, UK and China