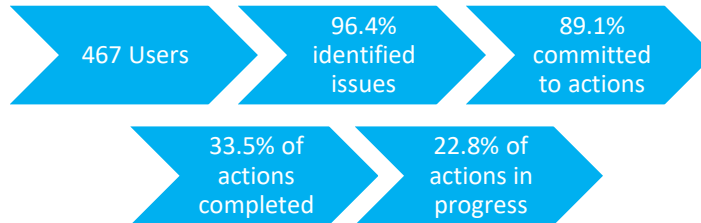
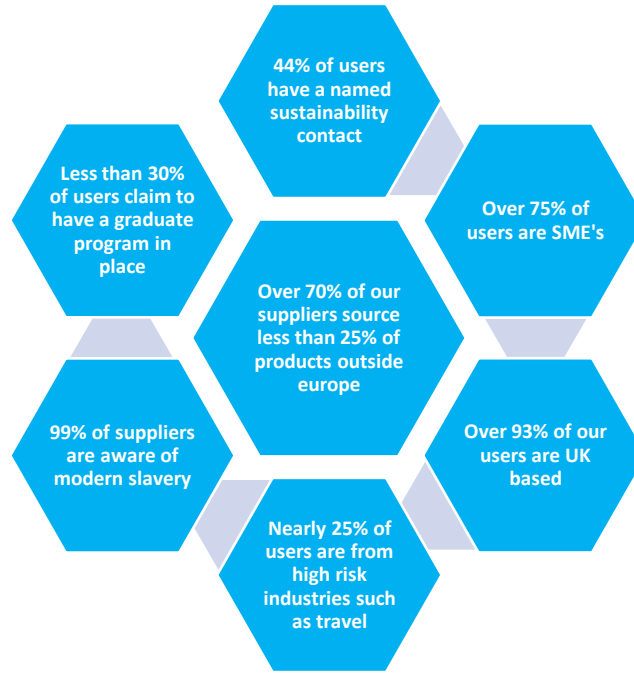


NET POSITIVES ENGAGEMENT

Carbon

- Over **80%** of users have a carbon reduction plan or plan to implement one within 12 months.
- Nearly **60%** of users have set scope 1 and 2 public emission reduction targets
- Over **50%** of users are keen to strengthen their commitment to carbon reduction
- Over **50%** of users have developed a pathway to net-zero carbon or are in the process of it.
- Over **50%** of users offer or plan on offering sustainable travel options.
- Over **25%** of companies generate or plan on generating their own energy.
- Over **30%** have been awarded carbon reduction certification or are in the process of being awarded.



UN Sustainable Development Goals

- **37%** of users are keen to contribute to the UN SDG's.
- Over **40%** of users include or plan to include SDGs in their sustainability plans and reporting.
- **47.5%** have selected they have found out more about the SDG's or plan to.
- **75%** of users have selected improving employee health and wellbeing as important to them.
- **50%** report on gender pay gaps and a further **11%** plan to.
- Over **91%** of users have a diversity and inclusion strategy in place
- **97%** of our users pay at least the national living wage. The other **3%** are working towards it

