

# ESG Commitment and Targets

## Progress Plan Zero 40 and minimise the impact on the environment

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Prepare Carbon Reduction Plans across all operations by 2024

Prepare Water Management Plans across all significant sites by 2024

Prepare Waste Management Plans across all significant sites by 2024

All operations to be captured within an Environmental Management System by 2024

Zero controlled waste to landfill by 2025

Eliminate the use of avoidable single-use plastics by 2027

## Maintaining and enhancing biodiverse ecosystems

Conduct biodiversity assessments across all significant sites by 2024

Deliver 10% biodiversity increase across the estate by 2030

## TCFD metrics and targets

Complete an assessment of climate-related risk of all critical Babcock infrastructure by December 2024

Climate-related impacts are considered in new business bid/no bid decisions and associated contract negotiations/KPIs

We are working to identify opportunities to transition the organisation to 100% renewable electricity, where feasible, by 2030

Extend Babcock's critical suppliers' climate-related risk assessment to the wider supply base

Develop Babcock's Climate Transition Plan in line with requirements of the Transition Plan Taskforce

## Creating a people-centred business where everyone is included

30% women within senior leadership teams by 2025

30% female representation at all levels by 2030