

# ESG & Sustainability Strategy – Targets

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## 1. Climate Action

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- **Scope 1**  
(reduced by 50% by 2030)
- **Scope 2**  
(reduced by 50% by 2030)
- **Scope 3**  
(reduced by 50% by 2030)

## 2. Diversity & Inclusion

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- 40% Women on Exec Board by 2025
- 40% of Senior roles held by women by 2025
- 13% overall ethnic minority representation by 2025
- 10% ethnic minority representation in senior roles by 2025
- 3% Black representation in senior roles by 2025

## 3. Empowering colleagues and our communities

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- Achieve and maintain an overall global colleague engagement score of 80+
- 100% of DWF colleagues globally earn a Living Wage according to jurisdiction
- Raise a further £250,000 in donations globally for the DWF Foundation by 2025
- Continue to advance social mobility within our talent pipelines
- Deliver 25,000 hours in volunteering or pro bono by 2025

## 4. Supporting and connecting with our clients

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- Working with colleagues and clients collaboratively to improve both our and their sustainability performance through an ESG-centric approach
- Understand the ESG/sustainability strategy for all key account clients
- Improve our net promoter score for our Key Account programme by at least 5% and maintain current market leading score
- 100% of new clients are assessed in line with the ESG Client Policy, due diligence and onboarding process