



- Environment**
Move to a **100% electric fleet by 2030** for our light-duty vehicles, and pursue the replacement of our medium and heavy-duty vehicles with zero carbon alternatives.
- Community**
Achieve **500,000 employee volunteering hours** by 2030.
- Community**
Develop skills for the future, with a focus on lower income communities, providing access to **skills development for 45,000 people** by 2030.

Continuous commitments

- Environment**
Achieve zero carbon emissions from business air travel. From this year (2020) onwards, we will reduce our annual air miles travelled by at least **50%** from a 2019 baseline.
- Environment**
Accelerate our net zero target wherever possible.
- Community**
Continue to reinvest in energy infrastructure at approximately **£5 billion** each year.

- Community**
Deliver energy in a **fair and affordable way** to the communities we serve.
- Economy**
Work across our supply chains to ensure that, together, we **reflect the diversity of the communities we serve** and respond to the economic needs of those communities.
- Governance**
Achieve 50% diversity in our Group Executive Committee.
- Governance**
Continually **review the company culture** to ensure it is inclusive.