











**PILLAR:**  **PLANET**  **PRODUCT**  **PEOPLE**

Pillar	Topic	Target	Target year	Metric	2010	2019	2020	2021	Target
	Group CO <sub>2</sub> e emissions	27.5% reduction vs. 2019 baseline	2030	tonnes	287,726	319,296	198,921	<b>280,381</b>	231,489
	Group CO <sub>2</sub> e emissions / tonne	32% reduction vs. 2019 baseline	2030	Kg CO <sub>2</sub> e / tonne	159.0	123.4	115.3	<b>117.5</b>	83.9
	Clay products CO <sub>2</sub> e emissions / tonne	33% reduction vs. 2019 baseline	2030	Kg CO <sub>2</sub> e / tonne	330.1	255.7	237.1	<b>237.3</b>	171.3
	Concrete products CO <sub>2</sub> e emissions / tonne	80% reduction vs. 2019 baseline	2030	Kg CO <sub>2</sub> e / tonne	27.8	20.9	21.4	<b>19.9</b>	4.2
	Power sourced from on-site renewables	10% Group power usage	2025	%	0.0%	0.0%	0.0%	<b>0.0%</b>	10%
	Waste to landfill	Zero process waste	n/a	kg/tonne	1.92	0.16	0.03	<b>0.02</b>	0.00
	New product index	10% Group revenue	2025	%	n/a	0.6%	1.2%	<b>1.1%</b>	10%
	Plastic packaging consumed	50% reduction vs. 2019 baseline	2025	tonnes	n/a	1,951	1,050	<b>1,711</b>	976
	Health and safety – Lost time incident frequency rate (LTIFR)	Zero harm ambition	n/a	No.	4.6	7.35	2.52	<b>3.98</b>	0.00
	Membership of 'The 5% Club'	5% of employees in earn & learn positions	2025	%	n/a	3.2%	3.5%	<b>3.7%</b>	5%