

Our sustainability goals

Our People

2022 performance

Increase apprentice roles within the business by 40% by 2025 compared to eight roles in 2020	137%
Reduce the mean gender pay gap by 10% by 2025 from 2019 baseline of 30%	27.8%
Maintain at least 50% female representation amongst annual graduate intake	47%
Increase BAME representation amongst staff to 10% by 2025	7%
Continually improve our staff satisfaction and engagement score of 75%	78%
At least 50% of staff to undertake personal development relating to health and wellbeing each year	81%

Our Work

Facilitate the delivery of at least 5GW of on-site renewable energy by 2025	0.72GW
Maintain or exceed our net promoter target score of Excellent (80%) every quarter	80%

Our Resources

Reduce our carbon emissions to net zero by April 2030	-54% reduction in emissions intensity
Reduce the volume of paper used in our offices by 5% per annum	-79.4%
Recycle or reuse 100% of our IT waste	100%
Reduce carbon emissions intensity from IT Infrastructure by 20% per annum	15%

Our Community

Carter Jonas staff to deliver at least 100 days of volunteering per annum	64
Increase number of school ambassadors by 20% by 2025 compared to 33 in 2020	34
Publicly report on annual charitable donations	£75,686.58
Raise a minimum of £25,000 per annum for our charity partner, LandAid	£40,415.47