

Goal roadmap to 2020: Growing responsibly and sustainably

SUB TARGET (YEAR 3) 2017	SUB TARGET (YEAR 4) 2018	GOAL TARGET (YEAR 5) 2019	GOAL 2020
YEAR ON YEAR ROLLING SUB TARGET <ul style="list-style-type: none"> Increase percentage of women in the workplace across all levels Supporting action case studies <ul style="list-style-type: none"> Inclusion training for resourcing teams and line managers Increasing diversity on recruitment shortlists Implement policies and action plans for gender balance and disability 	<ul style="list-style-type: none"> Increase percentage of women in the workplace across all levels 	<ul style="list-style-type: none"> 50:50 gender balance across organisation [2025] 40% female by end of 2019 	 MORE INCLUSIVE Nurture an engaged workforce which represents the diversity of our customers and communities
YEAR ON YEAR ROLLING SUB TARGET <ul style="list-style-type: none"> Evidence of the product scorecard being used in all 5 stages of product development (concept, design, procurement, build, distribution) Share product scorecard results for Hub 3.0 and V6 products Supporting action case studies <ul style="list-style-type: none"> Scorecard methodology published 	<ul style="list-style-type: none"> Product scorecard results published externally for new products Reductions achieved in energy, material use and packaging 	<ul style="list-style-type: none"> Any new customer product to be more sustainable, as measured by the product scorecard, with demonstrable reductions in environmental and social impact 	 BETTER PRODUCTS Improve the sustainability performance of every new customer product
YEAR ON YEAR ROLLING SUB TARGET <ul style="list-style-type: none"> Grow our business without increasing our carbon footprint Maintain zero waste to landfill logistics supply chain and increase operational landfill avoidance Supporting action case studies <ul style="list-style-type: none"> Continuous reductions in CO₂e per TB data – demonstrating reduced environmental impact despite business growth Increase recycling rates and reduce waste sent to landfill from our offices ISO14001 accreditation gained at two additional Virgin Media sites 	<ul style="list-style-type: none"> Grow our business without increasing our carbon footprint Maintain a zero waste to landfill logistics supply chain and increase office landfill diversion 	<ul style="list-style-type: none"> Grow our business without increasing our carbon footprint Zero waste to landfill (office and logistics supply chain) 	 LOWER IMPACT Grow our business without increasing our carbon footprint