

OUR

ESG TARGETS

JANUARY TO DECEMBER 2025



DTM's ESG Strategy is the sense-check behind the business decisions we make, and the driving force of our culture.

As a team, we have genuine ambition to act responsibly for each other, our customers, communities and the environment.

ENVIRONMENTAL

TARGETS



ENVIRONMENTAL

Acting responsibly and making environmentally considerate decisions.

1. Achieve net-zero greenhouse gas emissions (Scope 1 & 2) by 2040, with a 50% reduction by 2030.

2. Transition to 100% renewable electricity at Head Office by 2025.
3. Transition to 100% renewable gas at Head Office by 2025.

4. Achieve zero waste to landfill in all production facilities by 2030.

5. Reduce water consumption per unit of production by 10% by 2027.
6. Ensure 70% of Tier 1 suppliers report environmental data by Q2 2026.

SOCIAL

TARGETS



SOCIAL

Connecting with integrity with our colleagues, customers, suppliers and communities.

1. Increase representation of women in senior leadership roles to 20% by 2027.

2. Achieve ethnic diversity parity in leadership roles by 2030.

3. Maintain an annual employee engagement score of 70% or higher.
4. Provide 100% of employees with access to professional development and training annually.

5. Achieve a zero lost-time incident rate (LTIR) at Head Office by 2025.

6. Invest 1% of annual profits in community development and social impact programmes.

7. Contribute 420 employee volunteer hours by 2027.
8. Conduct human rights risk assessments for all operations and Tier 1 suppliers by 2026.

GOVERNANCE

TARGETS



GOVERNANCE

Ensuring actions are structured, maintained, regulated and held accountable.

1. Ensure at least 20% of the board is composed of women and/or members of underrepresented groups by 2027.

2. Maintain an annual DE&I survey score of 70% or higher.

3. Assign formal ESG oversight to the SLT and Exec board-level committee by end of 2025.
4. Ensure 100% of employees complete annual ethics and compliance training with a minimum 80% pass rate.

5. Have 100% of Tier 1 suppliers sign the Supplier Code of Conduct and undergo risk assessments annually.

6. Link at least 10% of executive compensation to ESG performance metrics by 2027.
7. Publish annual ESG report aligned with TCFD standards beginning during Q1 2026.

A. Buck

Antony Buck  
Chief Financial Officer

Created: January 2025  
Next Review: January 2026