

SIZEMORE ESG GOALS 2025

	GOALS	TARGET	CURRENT
PRODUCTS & SERVICES	Re-evaluate green chemical use and delivery policy	100%	25%
	Establish GHG baseline and set goals	Base # 2025	in process
	% Chemicals Purchased Meet Green Seal Cert. or equal	60%	5%
	% Equipment meets Carpet & Rug institute Seal of Approval	40%	not started
	% Equipment from Sustainable vendors	90%	75%
	% Supplies from Sustainable vendors	90%	75%
ENVIRONMENTAL HEALTH AND SAFETY	Maintain Lost Time Incident Rate LTIR < 1.0 YOY	< 1.0	0.4
	Maintain Lost Time Injury Severity Rate LTISR < 3.0 YOY	< 3.0	2.75
	Maintain NCCI Experience Modification Rate EMR < 0.90	< 1.0	0.75
	Maintain Total Recordable incident Rate TRIR < 2.0	<2.0	not started
	Quarterly Toolbox Safety Talks	4	not started
DIVERSITY EQUALITY AND INCLUSION	Career development for ERG (# Opportunities)	3	1
HUMAN CAPITAL	Increase Retention/Reduce Turnover % YOY	-25%	in process
	Career Management and Training (# Opportunities)	3	1
	Front Line First Time Supervisor Training	3	1
	Handbook and Policy Review (% Complete)	100%	100%
GOVERNANCE AND COMPLAINE	Improve EcoVadis Score	42	38
	Conflict of Interest/Ethics Training (% Superv, Mgrs)	100%	0%
	Abuse Harrassment Prevention Training (% Superv, Mgrs)	100%	90%
	Publish CSR Report	100%	100%
	Publish ESG Working Goals	100%	100%
	Publish EcoVadis Scores	100%	0
COMMUNITY RELATIONS	Increased Community Activity (# Volunteers)	50	0
	Partner with Community project	2	1
	Establish Scholarship at Augusta Tech	1	0
CARBON REDUCTION / GHG EMISSIONS	Reduce Air Travel (YOY AVG \$)	25%	60%
	Reduce Rental Car Fuel (YOY AVG \$)	25%	16%
	Establish Baseline Carbon Footprint	100%	0%
	Establish Baseline GHG Emissions	100%	0%
	Set Goals for GHG and Carbon Reduction	100%	0%