

Sustainability KPI performance checklist

TOPIC	NOT YET IN PLACE	IN PLACE
SECTION 1 – PEOPLE		
1. Employee engagement / satisfaction		
2. Employee voluntary turnover		
3. % of workforce women		
4. % managers women		
5. Sick leave		
6. % of employees permanently employed		
7. Number of nationalities employed		
8. % of employees under 25		
9. % of employees over 50		
10. Gender pay gap		
11. Disability employment %		
12. Legal proceedings on human rights		
SECTION 2 – HEALTH AND SAFETY		
1. Number of accidents as measured by Lost Time Incident Rate (LTIR)		
2. Share of operations covered by OHSAS 18001 or similar (relative to sales)		
3. Safety offering as a % of sales		
SECTION 3 – TRAINING		
2. % of employees receiving training		
3. Number of external individuals participating in safety training		
SECTION 4 – ENVIRONMENT		
1. Electric powered/low emission units in fleet		
2. Reduction in carbon emissions		
3. Reduction in waste		
4. Number of branches ISO 14000 certified		
5. Water consumption per € unit turnover		
6. Third party rating		
7. Legal proceedings – environment		
8. Environmental incident / near miss		
SECTION 5 – CIRCULARITY		
1. % of suppliers signing up to sustainable supply chain Code of Conduct		
2. % of suppliers assessed on CSR		
SECTION 6 – ANTI CORRUPTION AND BRIBERY		
1. % of employees signing the business code of conduct		
2. % employees receiving business ethics/CoC training annually		
3. Violations of corruption or bribery		
SECTION 7 – SUPPLY CHAIN		
1. % of equipment recycled by unit		
2. % of waste recycled by weight		
SECTION 8 – OTHER		
1. Fleet operator recognition scheme (FORS or local equivalent) certification per location		

KEY:

Should implement and report against KPI as a minimum
Should implement and report against KPI as good practice
Should implement and report against KPI as best practice