



SCB Sustainability Objectives 2022 6.2

Objectives Register

Objective ID	Objective	Date Added	System Reference	Action	Evaluation Method	Responsibility	Status	Due Date	Last Updated
01	SCB retains carbon neutrality in 2022 and evaluates improvements toward net zero 2030. (SDG 12)	04/05/2022	Environmental	Calculate our scope 1, 2 and 3 emissions, reduce them as much as possible. Then offset the remaining emissions.	Sustainability Committee will be reviewing the data and the Board will have the final decision.	Sustainability Committee	In Progress	31/12/2022	
02	SCB will publish a Sustainability and Impact Report by the end of the third quarter of 2022.	04/05/2022	Environmental	SCB's Sustainability and Impact Report will be published in September. The Sustainability Committee will be working on its content with the help of an Environmental Consultant.	Board of Directors will be reviewing its content.	Sustainability Committee	In Progress	31/12/2022	
03	SCB will support the abatement of 1 billion MT of CO2 through SCB's transactions by 2030.	28/02/2021	Environmental	With ClimatePositive, SCB's carbon and biofuels desks, the goal is to abate 1 billion MT of CO2 by 2030 through its transactions and purchases.	Kim Frasso and Pauline Tainton will be calculating its reductions. The CEO and Board of Directors will be monitoring this process.	CEO, Kim and Pauline	In Progress	31/12/2029	

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04	SCB will strive to work with vendors and suppliers which have strong sustainable commitment.	01/01/2021	Environmental	As a Certified B Corporation, we try to work with vendors and suppliers that share the same mission - business as a force for good. This will be made through a screening process.	Sustainability Committee will be checking the screening process.	Office managers	In Progress	01/01/2021	
05	SCB's aim is to work diligently with buildOn to expand the solar and adult learning partnership inside Malawi and to other nations. (SDG 4)	01/03/2021	Environmental	SCB began a partnership with buildOn in 2021, creating solar learning centers in Malawi. There will be 9 schools constructed with solar panels and our goal is to expand this partnership to other nations.	Joe Todd and Zach Townend will be working with buildOn to expand the partnership. The CEO and Board of Directors will be monitoring its process.	Zach and Joe Todd	In Progress	31/12/2022	
06	SCB will review and expand its Environmental Training accessible to all employees to capture major material market and academic trends.	04/05/2022	Environmental	Sustainability Committee will update the training and make it available for all employees to do by end of May 2022.	Pauline will be checking this has been done correctly.	Environmental Committee, Pauline & IT	In Progress	31/12/2022	

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07	SCB will endeavor to have a minimum of 30% of all first interviews for junior level positions held with female candidates, increasing to 45% in 2025. (SDG 5)	09/06/2021	Quality	HR will focus on recruiting female candidates for all job positions and analyze the male vs female ratio.	Pauline Tainton and the Management team will make sure the recruiting process is up to date.	Managers, Pauline & PeopleScout	In Progress	31/12/2025	
08	SCB will use its @SCBSheCanBe women's network to attract, promote and retain female talent by ensuring SCB has a supportive, inclusive and progressive environment.	04/05/2022	Quality	The group will talk about diversity, women empowerment and any improvements we will want throughout SCB's offices.	The management team will be checking the group's progress and suggestions.	Bethanie, Kim and Pauline	In Progress	31/12/2022	