

# Sustainability targets – overview

To drive and monitor its sustainability efforts, ICA Gruppen sets Group-wide targets in the prioritised focus areas. These are complemented by the targets set by each respective company and those set for specific issues. Below is a summary of a few of the most central targets. See pages 115–126 in the 2020 sustainability report for more information on initiatives and performance indicators for each area.



## Local

- At least 58% of customer survey respondents are of the opinion that ICA Sweden is good at using and supplying Swedish produce
- ICA Real Estate's marketplaces are to be inclusive, safe, secure, resilient and have sustainable transport systems that reduce dependence on fossil fuels by 2030. All locations are to have a sustainability plan.



## Environment

- ICA Gruppen will cut food waste from warehouses and stores in half by 2025
- ICA Gruppen's own operations are to be climate neutral by 2020, and have a net zero climate footprint no later than 2030<sup>1</sup>
- ICA Gruppen's suppliers are to adopt science-based climate targets no later than 2025
- ICA Gruppen aims to cut the climate impact of customers' grocery purchases in half by 2030<sup>1</sup>
- Fossil-free road transport within all ICA Gruppen's Swedish operations by 2030, and as early as 2025 in the three metropolitan areas
- All plastic food packaging for private label products to be recyclable by 2022
- All plastic food packaging for private label products to consist of recycled or renewable materials by 2030



## Health

- By 2020 ICA Gruppen will be perceived by consumers as the actor in the market that most clearly help them make healthy choices
- Customer fruit and vegetable purchases in Sweden are to be equivalent to consumption of 500 grams a day per person no later than 2025<sup>1</sup>



## Inclusion & diversity

- 50/50 gender balance in key positions<sup>1</sup>
- Employees consider the work environment to be free from harassment and discrimination
- Employees feel that everyone has the same opportunities, regardless of their background
- Employees feel that they can be themselves at work



## Quality

- 100% of ICA Gruppen's suppliers of corporate brand products in high-risk countries to be socially audited<sup>2</sup>
- At least 90% of suppliers of ICA Gruppen's corporate brand products in high-risk countries are to have an approved social re-audit by year-end 2020<sup>2</sup>
- 90% of the suppliers of ICA Gruppen's corporate brand products are to be quality-certified by the end of 2020<sup>2</sup>

<sup>1</sup> Indicator reported in ICA Gruppen's interim reports from 2021.

<sup>2</sup> ICA Gruppen will continue to monitor the number of corporate brand suppliers who are quality-certified, and in high-risk countries that have been socially audited and re-audited, and will report the outcomes in the interim reports until further notice.