



# **ERNI Corporate Social Responsibility targets and results**



#betteraskERNI

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## GOOD HEALTH AND WELL-BEING



### Our commitments and targets

We aim to promote preventive measures throughout the company, reducing negative impacts on people's health and improving quality of life.

- › By 2025, we will have provided the tools and trainings needed for the emotional health and well-being of 100% of our people.
- › By 2025, we aim to reduce the level of **Sick leaves & absences due to non-occupational accidents to below 3% of total working hours.**

### Our results 2023

- › **Sick leaves & absences due to non - occupational accidents constituted less than 3% of total working hours in 2023.**

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## DECENT WORK AND ECONOMIC GROWTH



### Our commitments and targets

We ensure inclusive and sustainable economic growth, full and productive employment, and guarantee decent work for all our employees.

- › By 2025, we will have trained 90% of our global workforce in the fundamentals of AI.
- › By 2025, we will have trained 95% of our management staff in the ERNI Leadership principles.

### Our results 2023

- › **In 2023**, we invested an average of **2 weeks** for every employee's personal and professional development.
- › E-learning/training for **100%** of group employees on **Cyber Security**.

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## REDUCED INEQUALITIES



### Our commitments and targets

We promote the social and economic inclusion of all people and adopt measures to achieve greater equality of gender, racial, sexual orientation and religion. We also implement labor measures against discrimination and harassment, mitigating violence, in any of its forms, related to causes of hate.

- › Our goal is to have at least **33% women** as part of our global workforce **by 2030**.
- › Our goal is to have at least 33% women in management positions **by 2030**.
- › Our target is to maintain a gender pay gap below 1% **through 2025**.
- › We plan to have 100% of our employees trained on ethical issues by 2025.

### Our results 2023

- › **Women** constituted **over 25% of our total workforce**.
- › **Women** constituted **over 25% of our management positions**.
- › We successfully maintained an **average gender pay gap below 1%**.

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## RESPONSIBLE CONSUMPTION AND PRODUCTION



### Our commitments and targets

We promote sustainable consumption and production methods, including local and sustainable sourcing and supply chain.

- › **Renewable energy sources:** We aim to obtain our office electricity from 100% renewable energy sources by 2030.
- › **Carbon footprint reduction:** Our company-wide target for carbon neutrality (GHG Scope 1,2,3) is set to 2030.

### Our results 2023

- › **100% renewable energy in Switzerland.**
- › **Up to 50%** from renewable energy sources across the ERNI group.
- › **25%** recyclable waste.
- › **100% CO2 compensation** from business travels.

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## CLIMATE ACTION



### Our commitments and targets

We are committed to a low-carbon path based on the recommendations of the Paris Agreement and with the objective of achieving carbon neutrality.

- › **Supplier targets:** Our goal is for 90% of our key suppliers to disclose their ESG targets and actions by 2025.
- › **Supplier engagement:** As of 2025, we will only engage new suppliers based on their GHG emissions intensity or GHG reduction efforts.

### Our results 2023

- › **100%** of our key suppliers were evaluated by a **CSR assessment**.
- › **75%** of our key suppliers disclosed their **ESG targets and actions**.



**“We are committed to the United Nations’  
17 Sustainable Development Goals out of  
environmental and economic conviction.**

For one, we want to leave our descendants a world worth living in. On the other hand, it is our belief that the health, technological and economic benefits will be many times greater than the investment. We are working hard to find long-term, sustainable solutions.”



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