

Responsible Business Highlights 2024/25

Improving gender balance 

39.8%

of management roles currently held by women.


Learning for life 

3,221

colleagues have completed an apprenticeship, traineeship or formal qualification.


Together. Stronger. 

16 Affinity Networks.

Committed to Net zero 

by 2040 for our Scope 1 and 2 emissions (our operations);

by 2050 for our Scope 3 emissions (our value chain).

Reducing carbon emissions 

66.0%

reduction in carbon emissions across our operations since 2016/17. We purchase electricity from zero carbon and renewable sources.

38.7%

reduction in intensity of our Scope 3 emissions from the supply chain and customer use of products since 2017/18.

Responsibly sourced wood 

97.9%

of the wood and paper used in our products is responsibly sourced.

Becoming Forest Positive 

Since 2021, we've been a founding member of the Rainforest Alliance's Forest Allies, helping support the livelihoods of people across more than 40 communities.

Sustainable Home Products 

£6.7bn

of Sustainable Home Products sold.

53.4%

of total Group sales.

Sustainable packaging 


60%

purchased plastic OEB packaging made with a minimum of 30% recycled content.

Caring for our communities 

£6.0m

invested in community projects.

Volunteering 

Over **58,000**

hours of colleagues' volunteering.

7 

Charitable foundations

across the Group working for better homes for everyone in our communities.