

Vesta's global sustainability strategy

Vision	Empowering people and sustainability at the core of our business growth			
Strategic pillars	People caring about people	Building a sustainable future	A stable home, forever	A trusted tech partner
Strategic objectives	<p>We are committed to fostering a culture where people feel valued, supported and empowered to thrive together.</p>	<p>We are committed to being environmentally responsible and are working towards integrating environmental sustainability into everything we do.</p>	<p>We provide business units with the skills and resources needed for long-term growth and success, ensuring knowledge-sharing and best practices.</p>	<p>We uphold trust, transparency and responsible innovation, delivering secure technology solutions that protect privacy while enabling progress.</p>
Priority topics	<ul style="list-style-type: none"> • Employee wellbeing • Equality, equity, diversity and inclusion (EED&I) • Training and skills development • Social value 	<ul style="list-style-type: none"> • Climate change mitigation • Energy use • Waste management 	<ul style="list-style-type: none"> • Responsible investment 	<ul style="list-style-type: none"> • Responsible technology • Privacy and data security

KPIs and targets for: people caring about people

Topic	Target
Employee Wellbeing	Continue to ensure that all UK employees have access to physical and mental health support services, and expand this to ensure that all employees globally have access to physical and mental support services by 2026.
	Continue to monitor our feedback in relation to wellbeing via our annual Employee Engagement Survey.
	Continue to monitor and ensure our voluntary turnover remains at or below its current level.
EED&I	Continue to ensure that 100% of employees complete EED&I training annually.
	Develop a target to increase gender diversity and begin reporting on progress during 2026.
	Develop a target to reduce the gender pay gap and begin reporting on progress during 2026.
Training & skills development	Introduce training and development opportunities in addition to mandatory training to meet business needs.
	Develop an apprenticeship scheme by 2026 and a formal graduate scheme by 2027.
	Refresh the company-wide learning platform by early 2026 with a wide range of training modules.
Social value	Commit to forming two annual charity partnerships by early 2026.
	Establish a programme to invest revenue and/or volunteering hours into community and social impact initiatives by 2026.

KPIs and targets for: building a sustainable future

Topic	Target
Climate change mitigation	Complete a full calculation of Vesta's carbon footprint (scopes 1 and 2, and relevant scope 3) by the end of 2026.
Energy use	Develop an energy management strategy by the end of 2026.
	Set a target to reduce Vesta's energy consumption and report on progress by the end of 2026.
Waste management	Develop a waste management strategy by the end of 2026.
	Set a target to reduce Vesta's waste production and report on progress by the end of 2026.

KPIs and targets for: a stable home for ever

Topic	Target
Responsible investment	Develop a responsible investment policy.
	Set a sustainable investment target by 2035.

KPIs and targets for: a trusted tech partner

Topic	Target
Responsible technology	Develop a responsible technology policy.
	Develop and implement AI and technology ethics training for all employees by the end of 2025.
	Review and engage with existing data centre partners to ensure they are using the most sustainable practices by 2030.
	Ensure that 30% of servers are located in data centres with a PUE (power usage effectiveness) of less than 1.5 by 2030.
Privacy and data security	Commit to achieving zero tolerance for data breaches.
	Reduce the number of complaints received concerning breaches of customer privacy to 0 by 2026.
	Continue to ensure that 100% of employees complete data protection and privacy training annually.
	Continue to ensure that Vesta's privacy policy, data protection policy and data retention policy (or equivalent) are reviewed and updated annually.
	Continue to ensure that data protection and cyber security measures are implemented across all Vesta products and services.
	Maintain an ISO/IEC 27001 (information security management) certification.
	Ensure that 100% of Vesta's business units achieve a 'green' rating for their privacy and data security practices by 2026.