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We've set out 43 targets for 2021 and beyond. These targets align with our Vision and reflect our strategic priorities. They address what we know is important to our members and other stakeholders and have been reviewed in line with the UN Sustainable Development Goals (SDGs).

Pillar	Theme	2021 Target	SDG
Fairer for our members and communities	Community	By 2022, we will signpost over a million people to mental well-being support including information, services and community activity	
		By 2022, we will support 10,000 people to improve their resilience and mental well-being through our charity partnership services	
		We will provide a network of 100 community fridges in places of most need in 2021 that will support 187,500 people with 5m meals annually by end of 2022	
		By 2022 we will: - Deliver a peer research and social action initiative in partnership with Youth Endowment Fund. Giving 6,400 young people the platform, skills and support to be heard and make a difference on the issues that matter to them. - Support 150 young people (16-25) from disadvantaged communities to access work through the Kickstart scheme. We will also offer at least 50% of those meaningful employment after their Kickstart scheme has finished (after 6 months).	 
		We will encourage 300,000 people to engage with local communities through our Co-operate platform by the end of 2021	
		We will generate at least £24m of funding for our Local Community Fund and Community Partnerships Fund in 2021 to support fairer access to food, mental well-being services and opportunities for young people	
		In 2021, we will invest 113,000 hours for Member Pioneers to engage with people to support the delivery of our Co-op missions and increase co-operation in our communities	
		We will increase the number of Academies in the Co-op Academies Trust to at least 40 by the end of the academic year 2021-22 To ensure our Academies are governed in line with co-operative values and principles, we will provide a current or former colleague as Chair of Governors and an additional 1 - 4 Co-op Governors per Academy, depending on the needs of the Academy	
	Membership	Recruit 900,000 new members by the end of 2021	
		We will increase the total number of times members participate to 449,000 through our 'Join In' and 'Member Voice' activities, voting in our AGM & National Members' Council elections, and making donations to our Community funds	
		The National Members' Council will take action to increase the number of BAME candidates standing for election to the Council, in order to be reflective of our Co-op Communities	

Pillar	Theme	2021 Target	SDG
Fairer for our people	Colleagues	We will increase our Black, Asian and Ethnic Minority leadership representation from 3% to 6% by 2022 and 10% by 2025	
		We will continue our commitment to hosting a minimum of 1,000 apprentices on our programmes at any one time, and make sure these programmes enable personal development and align to our business priorities	
		We will maintain levels of colleague engagement as measured by our engagement index (currently 76%)	
	Health and Safety	In 2021, we will create a new Co-op Minimum Safety Standard to formally recognise the link between work and well-being and to incorporate well-being into our Health and Safety Governance framework	
	Ethical Trade and Human Rights	We will improve the lives of workers by carrying out independent human rights impact assessments in three high-risk supply chains by the end of 2022, using our findings to drive change	 
		We will champion the role of women and vulnerable people in our supply chains and will develop and launch a gender strategy in 2021	 
		We will eliminate illegal and unfair recruitment fees in our global supply chains by 2025	
		We will share details of suppliers at all tiers of three of our highest-risk food categories by the end of 2022	
	Fairtrade	In 2021, we will set targets to achieve our ambition to be the UK's biggest supporter of Fairtrade, based on the new metrics we developed in 2020	 
	Responsible Procurement	Following the launch of our Shared Value Charter, we will commence a programme to measure the shared value activity in our supply chain	
	Healthy Living	Co-op brand products which are 'reduced' or 'light' alternatives to a standard line will continue to be no more expensive, based on price per kg	

Pillar	Theme	2021 Target	SDG
Fairer for our planet	Climate Change	Approved science-based target: We will reduce absolute GHG emissions from our own operations by 50% by 2025, compared to 2016, in line with the pathway to limit global warming to no greater than 1.5°C above pre-industrial temperatures	
		Approved science-based target: We will reduce product-related absolute GHG emissions by 11% by 2025, compared to 2016, in line with ambitious best practice as defined by the SBTi coalition	
		Long term goal: We will reach net zero GHG emissions from both operations and products by 2040 at the latest	
		We will support other co-operatives, NGOs and communities to address their climate change impacts through the purchase of green energy and advice services via Co-op Power	
	Resource Use	We will reduce food waste generated in our stores and depots by 50% by 2030, compared to 2015	
		All Co-op own brand packaging will be easy to recycle by Q2 2021	
		We will reduce our plastic packaging by 15% by the end of 2022, compared to 2018	
		We will reduce water consumption across our properties by 10% by 2025, compared to 2020	
	Sustainable Sourcing	100% of palm oil in Co-op products will be segregated RSPO certified, with the vast majority of this being achieved by the end of 2021. We will report on our 2021 progress towards this target	
		100% of soy in Co-op products, including that embedded in animal feed, will be deforestation-free and sustainable by 2025	
		We will develop risk-based strategies to reduce the impacts of sourcing our 30 key ingredients by the end of 2022	
		We will develop action plans for our restorative approach to nature by the end of 2022	
		We will ban use of peat in compost sold in Co-op stores, reviewing use across our supply base in 2021	

Pillar	Theme	2021 Target	SDG
	Business Ethics	We will retain Fair Tax Mark accreditation in 2021	
		We will refresh our Data Governance Policies and publish these externally, where it is appropriate to do so, in order to share best practice openly and transparently	
		We will develop a Task Force on Climate-related Financial Disclosures (TCFD) reporting framework for our largest pension scheme, including a science-based target on the carbon impact of our pension schemes	
		Our pension arrangements will operate leading Responsible Investment Policies and reporting	
		All material Board-level decisions are informed by our Ethical Decision-Making Tool	
		In line with our Co-op Values of openness and honesty, we will deliver world class, open and honest reporting on our ethics and sustainability performance in our Co-operate Report annually	