

OUR SOCIAL VALUE STRATEGY

Based on members' priorities, we're providing access to resources and opportunities for people to thrive.

ACCESS TO OPPORTUNITY

Helping people find routes into education, skills and good work – especially where those things are hardest to find.

WHAT WE'RE DOING NOW

- Supporting 38 Co-op Academies with over 20,000 students – and counting¹
- Funding 3,500 apprentices from diverse backgrounds with £38.2m pledged²
- Raising £7m with Barnardos to support positive futures for 1m young people
- The only retailer to produce a combined intersectional annual pay gap report, covering gender, ethnicity, socioeconomic background and disability³

WHAT WE'RE DOING NEXT

New goals to target **16%** ethnic minority leaders and **50%** women leaders by 2030

ACCESS TO A SUSTAINABLE FUTURE

Supporting members and communities to reduce their environmental impact, while cutting Co-op's own carbon footprint.

WHAT WE'RE DOING NOW

- First convenience retailer to have our Net Zero targets validated by the Science Based Targets initiative (SBTi)¹
- Partnering with RSPB to restore vital peatland in the UK
- Relaunching Co-op Power to help other businesses benefit from greener energy
- Engaging thousands of members in sustainability action through local and online events and activities – covering food waste, healthy eating, water security, plastic use and more

WHAT WE'RE DOING NEXT

Committed to reaching **Net Zero** across operations by **2035**

ACCESS TO PEACE OF MIND AND WELLBEING

Backing grassroots efforts that strengthen community safety, resilience and cohesion – at home and abroad.

WHAT WE'RE DOING NOW

- £115m shared with 39,000 projects through our Local Community Fund since 2016¹
- We campaign on the causes that matter to members
- We champion the role of high streets in building stronger, safer communities
- We use our voice to push for peace with our *Hate Divides, Co-operation Builds* campaign
- We're continuing to lead the conversation on retail crime, pushing for positive industry change

WHAT WE'RE DOING NEXT

Stopping sourcing relationships with countries where there are **internationally recognised human rights violations**

¹ As reported in our independently assured 2024 Social Value and Sustainability report

² As reported in our Social Value and Sustainability report, updated to reflect current figures from May 2021 to June 2025 under the Co-op Levy Share

³ See **The Grocer**: "very few companies go beyond the legal minimum, pay gap reporting"