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We've set out 35 targets for 2022 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	2022 Target	SDG
Fairer for our People	Colleagues	We will increase our Minority Ethnic leadership representation from 3% to 6% by 2022 and 10% by 2025	
		By the end of 2022, we aim to double the number of managers who have received mental health training from 1,500 to 3,000	
		We will commit to hosting a minimum of 750 apprentices on our programmes at any one time, and make sure these programmes enable personal development and align to our business priorities. In addition, we have made a commitment to support a minimum of 500 apprentices through Co-op Levy Share	
		We will achieve a colleague engagement index score of 74%, as measured through our colleague survey	
	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 mid-2022, using our findings to drive change	  
		We will champion the role of women and vulnerable people in our supply chains and will launch a gender strategy in 2022	 
		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 2022, we will set targets to achieve our ambition to be the UK's biggest supporter of Fairtrade, based on the metrics we developed in 2020	 
	Responsible Procurement	We will continue to explore opportunities to promote and encourage the use of diverse suppliers within our own and our wider supply chains as we enter a phase of discovery to target the barriers to entry	
	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/kg)	
		Our Co-op GRO products will continue to be no more expensive than their meat and dairy-based equivalent	

Pillar	Theme	2022 Target	SDG
Fairer for our Members and Communities	Membership	We aim to recruit 550,000 new members by the end of 2022 with 4.28m active members	
		The National Members' Council will take action to increase the number of ethnic minority candidates standing for election to the Council, in order to be reflective of our Co-op Communities	
	Communities	In 2022 more than £20m will be raised to support local communities through members choosing Co-op	
		By the end of 2022 we will signpost over a million people to mental wellbeing support including information, services and community activity	
		By the end of 2022 we will support 15,000 people to improve their resilience and mental wellbeing through our charity partnership services	
		By end of 2022 we will have identified 350 Community Fridge locations and piloted a Community Food Hub, with a total of 25 more Community Food hubs identified	
		By the end of 2022 we will have enabled 6,400 young people to develop skills which improve their own futures and make a difference to their communities, as well as having enabled 3,500 diverse young people to access work experience or employment opportunities at the Co-op, Co-op Academies and through our partners	  
		By the end of 2022, through Co-operate, we will have encouraged 10,000 people to connect to opportunities to support their local community	
		In 2022 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	
		By the end of 2022 the Co-op Academies Trust will have developed a pipeline to increase the number of academies to 40	

Pillar	Theme	2022 Target	SDG
Fairer for our Planet	Climate Change	We have reached our 2025 target for direct emissions three years early and will refresh our science-based target pathway in 2022	  
		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	
		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 soy in our 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	
Fairer Business	Business Ethics	We will retain Fair Tax Mark accreditation in 2022	
		We will publish carbon reduction targets for Pace, the Co-op's largest pension scheme, for 2030 aligned with achieving net zero by 2050 or sooner	
		Our pension arrangements will operate leading Responsible Investment Policies and Reporting, and be recognised as a signatory of the revised UK Stewardship Code	
		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	