
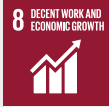

 <b>Quality Education</b>	 <b>Gender Equality</b>	 <b>Decent Work and Economic Growth</b>
<b>Sustainable Development Goals and Targets</b>	<p><b>SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</b></p> <p><b>Target 4.1:</b> By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.</p> <p><b>Target 4.4:</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p><b>SDG 5: Achieve gender equality and empower all women and girls</b></p> <p><b>Target 5.1:</b> End all forms of discrimination against all women and girls everywhere.</p> <p><b>Target 5.2:</b> Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p><b>Target 5.5:</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p><b>SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</b></p> <p><b>Target 8.5:</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p><b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.</p> <p><b>Target 8.8:</b> Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>
<b>Our contribution in 2020</b>	<p>During 2020, we continued to champion education and employability for young people as part of our 3E Community Involvement strategy.</p> <p>See <a href="#">page 79</a> to view all the educational initiatives we conducted.</p>	<p>By the end of 2020, 70% of our employees were women and they made up for 48% of all director-level roles and above.</p> <p>In line with our commitment to gender equality, CWT fully endorses the UN Women’s Empowerment Principles which are signed by our Executive Leadership Team.</p> <p>See <a href="#">page 33</a> for more on how we are promoting gender equality.</p>	<p>In 2020, more than 1,000 training sessions were made available. Topics spanned leadership and self development, job skills and CWT corporate training. In total, more than 50,000 training hours were logged globally.</p> <p>See <a href="#">page 41</a> for more on how we are helping our people grow and thrive; <a href="#">page 44</a> on how we are creating a safe place to work; and, <a href="#">page 53</a> on how we are upholding Human Rights principles in all that we do.</p>



	 <b>Reduced Inequalities</b>	 <b>Climate Action</b>	 <b>Peace, Justice and Strong Institutions</b>
<b>Sustainable Development Goals and Targets</b>	<p><b>SDG 10: Reduce inequality within and among countries</b></p> <p><b>Target 10.2:</b> By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p><b>Target 10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	<p><b>SDG 13: Take urgent action to combat climate change and its impacts</b></p> <p><b>Target 13.2:</b> Integrate climate change measures into national policies, strategies and planning.</p> <p><b>Target 13.3:</b> Improve education, awareness raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<p><b>SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</b></p> <p><b>Target 16.2:</b> End abuse, exploitation, trafficking and all forms of violence against and torture of children.</p> <p><b>Target 16.5:</b> Substantially reduce corruption and bribery in all their forms.</p>
<b>Our contribution in 2020</b>	<p>Respecting diverse ethnic and cultural backgrounds, genders, opinions, diversity of thoughts, sexual orientations, physical capabilities and talents is paramount to the way in which we operate.</p> <p>In 2020, we undertook actions to continue to fight all forms of discrimination. See <a href="#">page 36</a> for more information.</p>	<p>We are committed to identifying and mitigating climate-related risks for our customers, our employees, communities and the planet.</p> <p>As well as continuing to reduce our direct environmental impacts (see <a href="#">page 60</a> for more information) we also continued to work with our clients to help them manage their own environmental footprint (see <a href="#">page 68</a>).</p>	<p>In partnership with Carlson, we actively raised awareness, engaged employees and worked with others to combat the issue of human trafficking and modern slavery in 2020 (see <a href="#">page 50</a> for more information).</p> <p>In addition, we continued to uphold strong standards of ethics and integrity within our business (see <a href="#">page 23</a>), within our supply chain (see <a href="#">page 26</a>), and to protect our customers and secure their information (see <a href="#">page 28</a>).</p>