



United Nations Sustainable Development Goals.

How US Companies are
Demonstrating Alignment

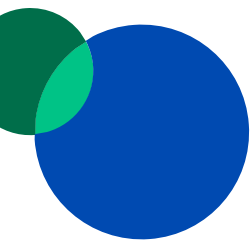
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Introduction

With only 7 years remaining until the 2030 deadline set by the [United Nations 2030 Agenda for Sustainable Development](#), many US companies are demonstrating how their own environmental, social and governance (ESG) goals and initiatives support the Agenda's 17 Sustainable Development Goals. This thought piece provides an overview of the goals and examples of how US companies have been disclosing alignment with the goals in their annual ESG or sustainability reports.

What are the UN Sustainable Development Goals (UN SDGs)?

The [United Nations Sustainable Development Goals \(UN SDGs\)](#) were established by the UN Development Programme in 2015 to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. There are 17 SDGs, which have been adopted by over 100 countries and integrated into their national planning. While the UN SDGs are directed towards governments and other public institutions, companies around the world play a critical role in making progress towards meeting them.

SUSTAINABLE DEVELOPMENT GOALS





No Poverty

End poverty in all its forms everywhere



Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Good Health and Well-being

Ensure healthy lives and promote well-being for all at all ages



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Gender Equality

Achieve gender equality and empower all women and girls



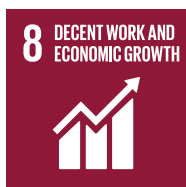
Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all



Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Reduced Inequalities

Reduce inequality within and among countries



Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable



Responsible Consumption and Production

Ensure sustainable consumption and production patterns



Climate Action

Take urgent action to combat climate change and its impacts



Life Below Water

Conserve and sustainably use the oceans, sea and marine resources for sustainable development



Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



Partnerships for the Goals

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

In January 2022, the Global Reporting Initiative (GRI) and Support the Goals analyzed published sustainability reports and websites of 206 GRI reporters from around the world. Of the companies studied:¹

83% stated support for the SDGs

69% listed which were most relevant to their business. The most widely supported goals were SDG 8 Decent Work and Economic Growth, SDG 12 Responsible Consumption and Production, and SDG 13 Climate Action.

40% set measurable commitments to help achieve the SDGs.

20% included data or information demonstrating their positive impacts.

Despite this show of high-level support for the SDGs, GRI and Support the Goals found that fewer companies shared specifics on how they will demonstrate continued alignment over time. For example, few (1) set targets for when they would meet their SDG-aligned commitments; (2) reported their negative impacts in addition to their positive impacts; (3) used international standards (like those from GRI) to share SDG-related performance data; or (4) shared sustainability best practices up and down their value chain, especially with suppliers.

According to the United Nations, “progress on more than 50 percent of the targets of the SDGs is weak and insufficient; on 30 percent, it has stalled or gone into reverse... Unless we act now, the 2030 Agenda could become an epitaph for a world that might have been.”²

Example Disclosures

US companies take a variety of approaches in their annual ESG or sustainability reports demonstrating how their company-specific ESG strategy, goals and initiatives support the overall objectives of the SDGs.

While disclosure approaches vary, it is up to the company to determine which SDGs its ESG efforts most strongly support. Declaring support for all 17 SDGs—especially without having goals, targets, metrics or evidence of progress related to a particular SDG—might be seen by stakeholders as “greenwashing” or “impact washing.”

The following disclosures share specifics on how each company supports those SDGs aligned to its business.

HPE isolates its relevant targets and links directly to the location in their report of supporting data.



Accelerating net-zero Investing in people Operating with integrity		
Sustainable development goals		
Our ESG strategy and partnerships align with the United Nations' Sustainable Development Goals (SDGs) to address objectives that are mutually beneficial to society and to our business. We take a focused approach to prioritize action toward the SDGs and targets with significant risks and opportunities to our business, considering both where our company can have the greatest contribution and how these actions can create new forms of customer value. This is fundamental to ensuring our long-term financial success, building the skilled talent to succeed in a data-first world, and ensuring that HPE remains competitive in a low-carbon economy. We report progress toward the SDGs in our annual UN Global Compact report. In 2022, we participated in the Early Adopter Program for the enhanced Communication on Progress of the UN Global Compact.		
SDG	Relevant targets ¹⁴	Issue referenced in this report
	<ul style="list-style-type: none">5.1: End gender-based discrimination.5.5: Ensure women's full and effective participation and equal opportunities for leadership.	<ul style="list-style-type: none">Diversity, equity, and inclusion: p. 42Team member development, engagement, and well-being: p. 47
	<ul style="list-style-type: none">7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.7.3: By 2030, double the global rate of improvement in energy efficiency.	<ul style="list-style-type: none">Energy use and GHG emissions in our operations: p. 36Energy use and GHG emissions in our supply chain: p. 32Public policy engagement: p. 81
	<ul style="list-style-type: none">8.5: 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.8.7: Eradicate forced labor, modern slavery, child labor, and human trafficking.8.8: Protect labor rights and promote safe and secure working environments for all workers.	<ul style="list-style-type: none">Ethical sourcing and human rights in the supply chain: p. 68Team member health and safety: p. 52Public policy engagement: p. 81
	<ul style="list-style-type: none">9.4: Upgrade infrastructure and retrofit industries to make them sustainable.	<ul style="list-style-type: none">Technology for social impact: p. 12 and 23Public policy engagement: p. 81Efficiency of IT solutions: p. 23
	<ul style="list-style-type: none">12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	<ul style="list-style-type: none">Product lifecycle management: p. 26Efficiency of IT solutions: p. 23
	<ul style="list-style-type: none">13.3: Improve education, awareness raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.	<ul style="list-style-type: none">Efficiency of IT solutions: p. 23Public policy engagement: p. 81


¹⁴ A list of relevant GRI indicators mapped to the SDGs can also be found in the Standards Index, page 43 of the [Data Summary](#).



Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) outline a pathway toward a more inclusive and sustainable future by addressing the most pressing global challenges. The realization of SDGs will require commitment, collaboration and collective action aligned across the public sector, the private sector and civil society.

At Mastercard, we concentrate our efforts on those SDGs where we can ensure demonstrable impact. We focus on the intersection of people, prosperity and the planet, leveraging the nature and scale of our business, alongside our people, customers and partners, to influence real change on a global scale. In doing so, we are working to power economies by empowering people and building a sustainable economy where everyone can prosper.












Our work prioritizes the SDGs described on the following pages:

SDG	SDG SUB-GOALS WE FOCUS ON	OUR COMMITMENTS AND PROGRESS
 <p>1 NO POVERTY</p> <p>No poverty End poverty in all its forms everywhere</p>	<p>1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions, according to national definitions</p> <p>1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030, achieve substantial coverage of the poor and the vulnerable</p> <p>1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance</p> <p>1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters</p>	<p>Mastercard focuses on building an inclusive, sustainable digital economy for everyone, everywhere. Access and use of digital financial services foster economic opportunity and help improve lives by reducing social inequality and supporting global economic growth. For Mastercard, this goes beyond philanthropy and includes activities to support financial inclusion through commercially viable products and services that promote long-term sustainable growth for individuals and small businesses.</p> <ul style="list-style-type: none"> Working with our partners, we have connected 780 million people to the digital economy since 2015, as part of our goal to connect 1 billion by 2025. Working with our partners, we have connected 35 million MSMEs to the digital economy through card acceptance since 2020, as part of our goal to connect 50 million by 2025. Since 2020, working with our partners, we have provided 27 million women entrepreneurs with solutions that can help them grow their business, surpassing our goal of 25 million by 2025. Through Mastercard's Center for Inclusive Growth and the Mastercard Impact Fund, we have invested in independent research, piloted and scaled impactful programs and built cross-sector partnerships to further scale solutions that drive inclusive economic growth. Through 2022, the Mastercard Impact Fund has contributed \$320 million to support a range of financial security, small business growth and impact data science outcomes.


SDG	SDG SUB-GOALS WE FOCUS ON	OUR COMMITMENTS AND PROGRESS
 <p>5 GENDER EQUALITY</p> <p>Gender equality Achieve gender equality and empower all women and girls</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>5.5 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>5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws</p> <p>5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</p> <p>5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p>	<p>We are committed to gender balance both inside and outside of Mastercard.</p> <ul style="list-style-type: none"> Females at Mastercard continue to earn \$1 for every \$1 men earn. We have continued to make progress on closing the gender median pay gap by increasing the global median pay for female employees to 94.0% of median pay for male employees, up 0.8% from 2021.¹ The median pay gap is predominantly due to the fact that we have more men in senior roles, not because men are paid more. We continue to build Mastercard's next generation of women leaders through leadership development programs, including Women Who Lead and the Women's Mentoring program. Our signature education program, Girls4Tech[®], inspires young girls to build STEM skills to become the leaders of tomorrow. We educated 1.8 million girls through Girls4Tech in 2022. Since 2020, Mastercard provided 27 million women entrepreneurs with solutions that can help them grow their business, surpassing our goal of 25 million by 2025. Our philanthropic initiatives, such as the BSR HERproject which focuses on women garment factory workers, provides individuals with the skills and resources to better manage their money, invest in economic opportunities and save for the future.
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Decent work and economic growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries</p> <p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>8.5 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>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p> <p>8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all</p>	<p>We are committed to advancing human rights and diversity, equity and inclusion across everything we do, from promoting financial inclusion to recruiting and retaining a talented and diverse workforce.</p> <ul style="list-style-type: none"> We maintain pay equity for women and people of color. Women at Mastercard continue to earn \$1 for every \$1 men earn. In the U.S., Mastercard employees of color continue to earn \$1 for every \$1 white employees earn. We continue to build Mastercard's talent pipelines at all levels and from a multitude of backgrounds through our early career programs, skills training offerings and leadership development programs. Our signature education program Girls4Tech[®] inspires young girls to build STEM skills to become the leaders of tomorrow. We educated 1.8 million girls through Girls4Tech in 2022. Through Mastercard's Center for Inclusive Growth and the Mastercard Impact Fund, we provided \$68 million in global community support and our programs reached 18 million individuals, small businesses and financial service providers supporting a range of financial security, small business growth and impact data science outcomes. Programs like Strive, our signature small business program, are helping small businesses around the world build capacity, unlock access to capital and drive adoption of digital tools and data-driven solutions.

¹ The gender pay gap shown above uses a 2021 baseline pay gap of 93.2%. The resulting 2022 pay gap of 94.0% (+0.8 ppt) uses data as of September 30, 2022 and neutralizes for currency fluctuations over the measurement period by using 2021 foreign exchange (FX) rates.

ADM illustrates metrics and progress status towards targets.

KEY TOPIC	GOAL	PROGRESS	TARGET DATE	SDG ALIGNMENT
GHG Emissions	25% absolute reduction in Scope 1 + 2 GHG emissions over 2019 baseline by 2035	 In progress 5-year Target 7.8% reduction	12/31/2035	   
	25% absolute reduction in Scope 3 GHG emissions over 2021 baseline by 2035	 In progress 0% reduction	12/31/2035	
Energy	15% reduction in energy intensity over 2019 baseline by 2035	 In progress 5-year Target 0% reduction	12/31/2035	
	Increase low-carbon energy usage to 25% of total energy use	 NEW 0% increase	12/31/2035	
Water	10% reduction in water intensity over 2019 baseline by 2035	 In progress 5-year Target 0% reduction	12/31/2035	
	10% absolute reduction in water withdrawal over 2019 baseline by 2035	 NEW 1.0% reduction	12/31/2035	
Waste	90% diverted from landfill	 In progress 5-year Target 82.4% diverted	12/31/2035	

BD provides supporting statements for their alignments.


2022 ESG Report


Introduction
Climate change
Product impact
Responsible supply chain
Healthy workforce and communities
Transparency
Appendices

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Alignment with United Nations Sustainable Development Goals


The United Nations Sustainable Development Goals (SDGs) provide a framework for BD to understand our material issues within a greater sustainability context and with reference to broader sustainable development conditions and goals. We evaluated the SDGs as part of our ESG assessment and we carried out an assessment of the type of impact BD has on the SDG targets, the location of impacts within our value chain, and our degree of control. Our 2030+ ESG goals reflect the interdependencies that exist among the SDGs, and an overview of how we support achievement of each SDG can be found in the [appendices](#).

As a healthcare company, BD aligns most prominently with SDG 3, as well as the following SDGs that promote healthy lives and well-being for all.



Good Health and Well-Being

BD tackles infectious disease challenges through the use of technologies integral to diagnosis and management, and we are stepping up in a meaningful way to positively impact chronic disease treatment—a leading global health priority—using technology innovation. Our long-standing work to protect the safety of health workers through products and partnerships promotes good health and well-being, as do our partnerships that strengthen the capacity of health systems in developing economies and our efforts to reduce and prevent hospital infections. We also have business units focused on addressing noncommunicable diseases, including cervical cancer.




Gender Equality

In accordance with our Code of Conduct, we believe everyone deserves to work in a supportive, inclusive and safe environment, and we will never discriminate against anyone on the basis of protected characteristics, including gender. This extends to our Expectations for Suppliers and our efforts to support the economic inclusion of diverse- and small-business suppliers and partners.

We conduct targeted annual pay assessments with a goal to expand our assessment to our global associates on a biennial basis. We remain focused on managing our compensation processes to achieve 100 percent pay equity, with the goal of identifying and remedying practices that may contribute to pay gaps, now and over time.


We partner with nongovernment organizations (NGOs) to make investments in women-focused health programs, including advancing mental health, reducing avoidable newborn deaths and expanding access to women's health services at U.S. free clinics and community health centers. More information about how we build inclusion, diversity and equity can be found in our [Global Inclusion, Diversity and Equity Report](#).



Decent Work and Economic Growth

Our Global Human Rights Policy is guided by the principles outlined in the UN Declaration of Human Rights and International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The policy extends beyond BD processes and practices to those in our supply chains. Our 2030+ ESG goal for a healthy workforce and communities, and programs such as our Good Jobs Strategy, also support decent work and economic growth.


The Good Jobs Strategy provides a framework to offer attractive careers for our manufacturing associates by fostering a safe work environment, providing job satisfaction and a sense of belonging, and offering competitive healthcare and compensation, as well as training and development opportunities.



Industry, Innovation and Infrastructure

We foster innovation through our development of products and services related to healthcare and medical research. Through our technology and innovation, public-private partnerships and investment in health systems, our work is grounded in an intentional strategy aimed at advancing equity and access.

Through R&D and M&A investments, we are reshaping the future of global healthcare by enabling the shift into new healthcare settings, using technology such as AI and robotics to ensure smart connected care, and employing medical technology innovation to diagnose and treat chronic diseases.



Climate Action

We are committed to reducing emissions, and joined the UN Race to Zero via the Business Ambition for 1.5°C and Science Based Targets initiative (SBTi). Our goal to set and achieve science-based targets, as well as our 2030+ goal to use our capabilities to contribute to solutions that address unmet climate-related health needs, contributes to the achievement of this SDG. In addition, our 2030+ goals regarding product impact are aimed at addressing plastic and packaging consumption in our product portfolio.

Conclusion

Progress globally over the next 7 years is critical if the targets of the SDGs are to be met by 2030. The United Nations acknowledges the important role companies will play in this international effort:

The private sector is a critical driver of productivity, employment and growth. Business leaders are increasingly acknowledging the necessity and urgency of taking sustainability factors into account to achieve long-term success. Businesses are making sustainability and climate-related commitments daily. They must be held accountable for those commitments, and they must deliver. Corporate governance models, incentive structures and operating practices must be adjusted to align with the objectives of sustainable development. Policies and regulations must facilitate long-term decision-making, include the pricing of externalities and phase out harmful subsidies. And we must see an improvement in the transparency and credibility of sustainability labels and ratings, ensuring that all efforts are made to eliminate rampant green-washing and Goals-washing.³

³ United Nations. (2023). *The Sustainable Development Goals Report 2023: Special Edition*. United Nations Publications: New York, NY, page 49.

Citations

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About Labrador

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Our experienced and passionate team is composed of attorneys, designers, project managers, thinkers and web developers. We collaborate together around a process that encompasses drafting, editing, designing and publishing across all digital and print channels.

We are thrilled that communications prepared by Labrador have contributed to trustful relationships between our clients and their readers, whether investors, employees or other stakeholders.

In turn, our commitment to our clients has resulted in meaningful long-term relationships with some of the most respected public and private companies in the world.

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