

SUSTAINABLE DEVELOPMENT GOALS





SUSTAINABLE DEVELOPMENT

GOALS

Commitment to Sustainability

We aim to be a responsible and socially conscious business, implementing practices and initiatives that benefit our people, our community, and our environment, both locally and globally. In all aspects of our business, we strive for continuous improvement, and our environmental performance is no different; we recognize the ways our operations impact on the environment and continuously seek to minimize those impacts. We strive to go beyond the basic obligations of complying with all environmental legislation and regulations, with commitments aligned to the United Nations SDGs.

- We act to measure and reduce our carbon footprint, incorporating environmental best practice
- We maximise the efficient use of energy, water and resources
- We aim to minimise and manage waste produced by our offices through our “Reuse, Reduce, Recycle” strategy
- We reduce our transport and travel requirements by promoting video conferencing, sustainable travel to work options and hybrid and flexible working
- We educate and train our employees on environmental issues and their own environmental impact, including environmental considerations as part of any office space acquisition, design or refurbishment.
- We expect our suppliers and service providers to uphold our same ethos of sustainable environmental practices



Allstate.
You're in good hands.



SUSTAINABLE DEVELOPMENT

GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

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SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY



ANI Initiatives aligned to Global Objectives

1.1 *By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day*

- ANI participate in Annual Salary Surveys
- ANI pay above the National Minimum Wage for non-tech roles
- We offer Part-time and 'Your-time' contracts to enhance work life balance
- ANI consider reduced qualifications required for successful employment

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*

- ANI's overall benefits package, policies and procedures are equitable and inclusive of all employees
- Bank at Work sessions are scheduled regularly throughout the year for employees to receive financial advice
- Mercer Pension Advice is available for all employees
- In partnership with ANI, Allstate Foundation provide funding for local charities
- We have a 3Yr Strategic Partnership with Women's Aid

1.A *Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions*

- ANI employees support global DEC (Disasters Emergency Committee) Appeals, as and when they arise

2 ZERO HUNGER



ANI Initiatives aligned to Global Objectives

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including in infants, to safe, nutritious and sufficient food all year round

- **In support of the current cost of living crisis, ANI's Force for Good Committee will be providing support to Foodbanks across Northern Ireland**

3 GOOD HEALTH AND WELL-BEING



ANI Initiatives aligned to Global Objectives

3.3 *By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.*

- **ANI Employees have access to a comprehensive private health care scheme**
- **Our Health and Wellbeing strategy in partnership with Employee Impact Groups offer education sessions on Sexual Health**
- **ANI operates a hybrid working model - protecting our employees as they continue to work from home**

3.4 *By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.*

- **Our Health and Wellbeing strategy focuses on 4 pillars - Financial, Physical, Mental and Working Health**
- **ANI Employees have access to a comprehensive private health care scheme**
- **We will pay for Flu Vaccines for employees who wish to have them**

3.5 *Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.*

- **Signposting is available for employees who need support with drug abuse and harmful use of alcohol**

3.7 *By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.*

- **Our Health and Wellbeing strategy in partnership with Employee Impact Groups offer education sessions on Sexual Health**

3.8 *Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.*

- **Our Health and Wellbeing strategy focuses on 4 pillars - Financial, Physical, Mental and Working Health**
- **ANI Employees have access to a comprehensive private health care scheme**

4 QUALITY EDUCATION



ANI Initiatives aligned to Global Objectives

4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and Goal-4 effective learning outcomes

- ANI have a comprehensive Schools Engagement programme which seeks to address STEM gender imbalances
- We help develop primary and post primary level IT skills through our 'TechKnow Club'
- ANI employees volunteer to support YENI, Cyber Programmes, Bright Futures Partnership, and other school partnership programmes
- Allstate employees share their business knowledge and technical expertise partnering with universities
- We offer placement opportunities supporting a diverse range of students

4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

- ANI have a comprehensive Schools Engagement programme which seeks to address STEM gender imbalances
- ANI employees volunteer to support YENI, Cyber Programmes, Bright Futures Partnership, and other school partnership programmes
- Allstate employees serve on public sector education boards (CCEA)

4.4 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

- ANI supports 'Seeing is Believing', 'Dress for Success' and 'Transit Forward' to help equip those seeking employment

4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy

- Instructor-led technical and soft skills courses available to all employees
- Support the development and creation of online pathways so that ANI employees increase their technical quotient
- Develop technology and innovation skills for all employees across ANI

4 QUALITY EDUCATION



ANI Initiatives aligned to Global Objectives

4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

- **Inclusive Diversity and Equity is one of ANI's core values**
- **All employees are required to complete mandatory Equality, Compliance, Sexual Harassment and Code of Conduct Training**

4.A Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, nonviolent, inclusive and effective learning environments for all

- **In partnership with ANI, The Allstate Foundation provide funding for local charities**



ANI Initiatives aligned to Global Objectives

5.2 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

- ANI have a 3-year strategic partnership with Women's Aid supporting their efforts to eliminate domestic violence
- All employees are required to complete mandatory Equality, Compliance, Sexual Harassment and Code of Conduct Training
- Supported by Employee Support/Impact Groups, ANI deliver an Inclusive Diversity and Equity education and events programme to all employees

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

- ANI partners with DMNI and others to Benchmark our Inclusive Diversity and Equity efforts to ensure we are doing the right thing
- We use best practices to make hiring processes inclusive and accessible, attracting a more diverse talent pool
- ANI fund Employee Support/Impact Groups to run a programme of events addressing employee and business critical issues
- ANI aim to ensure female and LGBTQ+ employees are represented at recruitment fairs and graduate recruitment centres
- Explicitly show support for all women including, but not exclusive to, cis/transgender women, lesbians, bisexuals and all members of the LGBTQIA+ community
- Challenge perceptions and stereotypes about marginalised groups within the LGBTQ+ community

5.8 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

- Using a data driven approach we track and report diversity measurements to monitor the impact of ANI's IDE strategy
- ANI's overall benefits package, policies and procedures are equitable and inclusive of all employees
- ANI aim to ensure female and LGBTQ+ employees are represented at recruitment fairs and graduate recruitment centres
- Foster an inter-company, cross country knowledge exchange to promote and share best practice approach

6 CLEAN WATER AND SANITATION



ANI Initiatives aligned to Global Objectives

6.2 *By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations*

- **ANI provides free sanitary products for staff**

6.3 *By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally*

- **ANI's waste management initiative diverts over 95% waste from landfill**
- **We dispose of our retired IT equipment securely and in an environmentally friendly and sustainable way**
- **ANI limit use of COSHH materials in our offices**

6.6 *By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes*

- **ANI participate in local tree-planting schemes in alignment with government targets**

6.B *Support and strengthen the participation of local communities in improving water and sanitation management*

- **ANI actively seeks and promotes volunteering opportunities in communities, to help protect the local environment**

7 AFFORDABLE AND CLEAN ENERGY



ANI Initiatives aligned to Global Objectives

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

- ANI use **Green Energy** supplies throughout our buildings

7.3 By 2030, double the global rate of improvement in energy efficiency

- **We have signed BITC Climate Action Pledge to reduce Scope 1 & 2 emissions by 30% by 2030**
- **We implement energy efficient measures throughout the workplace**

8

DECENT WORK AND ECONOMIC GROWTH



ANI Initiatives aligned to Global Objectives

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*

- **ANI has diversified to expand our services to Allstate Insurance Corporation resulting in our continued growth and success which in turn contributes to NI Economy**

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*

- **Employees have access to a comprehensive private health care scheme and benefits package**
- **ANI partners with DMNI and others to Benchmark our Inclusive Diversity and Equity efforts to ensure we are doing the right thing**
- **We use best practices to make hiring processes inclusive and accessible, attracting a more diverse talent pool**
- **ANI fund Employee Support/Impact Groups to run a programme of events addressing employee and business critical issues**
- **We meet all applicable legal requirements to ensure overall benefits package, policies and procedures are equitable and inclusive of all employees**

8.6 *By 2020, substantially reduce the proportion of youth not in employment, education or training*

- **We use best practices to make hiring processes inclusive and accessible, attracting a more diverse talent pool**
- **ANI supports 'Seeing is Believing', 'Dress for Success' and 'Transit Forward' to help equip those seeking employment**
- **ANI consider reduced qualifications required for successful employment**

8.10 *Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all*

- **Bank at Work sessions are scheduled regularly throughout the year for employees to receive financial advice**

9

INDUSTRIES, INNOVATION AND INFRASTRUCTURE



ANI Initiatives aligned to Global Objectives

9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

- **ANI are committed partners in the Cross Border Workers Coalition working to review taxation and reduce barriers restricting access to talent**
- **Creation of ROI Payroll to unlock Human Capital Infrastructure as a key enabler for sustainability and development of the NI economy**

9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending

- **ANI partner with Atlantic Technological University / NI Universities**

9.B Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities

- **ANI are key partners in Allstate's Transformative Growth journey, seeking to expand customer access and improve customer value**

10 REDUCED INEQUALITIES



ANI Initiatives aligned to Global Objectives

10.1 *By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average*

- We use best practices to make hiring processes inclusive and accessible, attracting a more diverse talent pool
- ANI's responsible procurement process encourages our suppliers follow inclusive diversity practices
- Our Inclusive Diversity and Equity values are evident through our choice of charity partnerships; range of employee volunteering and fundraising opportunities
- ANI leads the way in our Inclusive Diversity and Equity practices, taking a leadership position in advancing IDE in the community
- We have embedded Inclusive Diversity and Equity in our Business Engagement Strategy to impact social change in Northern Ireland

10.2 *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*

- ANI promotes and encourages volunteering and fundraising activities that reflect our commitment to Inclusive Diversity and Equity
- In Partnership with Allstate Foundation, we empower employees to make a positive difference in the communities we work and live in
- We advocate and foster knowledge sharing among Northern Ireland's business community to promote and share best practice approach
- ANI's responsible procurement process encourages our suppliers follow inclusive diversity practices
- Our Inclusive Diversity and Equity values are evident through our choice of charity partnerships; range of employee volunteering and fundraising opportunities
- We have embedded Inclusive Diversity and Equity in our Business Engagement Strategy to impact social change in Northern Ireland

10 REDUCED INEQUALITIES



ANI Initiatives aligned to Global Objectives

10.3 *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*

- **All employees are required to complete mandatory Equality, Compliance, Sexual Harassment and Code of Conduct Training**
- **Supported by Employee Support/Impact Groups ANI deliver an Inclusive Diversity and Equity education and events programme, to all employees**
- **Our overall benefits package, policies and procedures will be equitable and inclusive of all employees**
- **Ensure parity of employee experience across ANI's diverse workforce**

10.4 *Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality*

- **Supported by Employee Support/Impact Groups ANI deliver an Inclusive Diversity and Equity education and events programme, to all employees**
- **ANI's overall benefits package, policies and procedures are equitable and inclusive of all employees**

10.B *Encourage official development assistance and financial flows, including foreign direct investment, to States where the need is greatest, in particular least developed countries, African countries, small island developing States and landlocked developing countries, in accordance with their national plans and programmes*

- **ANI's responsible procurement process encourages our suppliers follow inclusive diversity practices**

11

SUSTAINABLE CITIES AND COMMUNITIES



ANI Initiatives aligned to Global Objectives

11.2 *By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons*

- **Allstate promote Cycle to Work scheme providing the opportunity for employees to purchase bicycles at a reduced cost**
- **Employees can avail of a Link Annual Smartcard promoting the use of public transport**

11.4 *Strengthen efforts to protect and safeguard the world's cultural and natural heritage*

- **ANI participate in local tree-planting schemes in alignment with government targets**

11.6 *By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management*

- **ANI's waste management initiative diverts over 95% waste from landfill**

12

RESPONSIBLE CONSUMPTION AND PRODUCTION



ANI Initiatives aligned to Global Objectives

12.2 *By 2030, achieve the sustainable management and efficient use of natural resources*

- **ANI use Green Energy supplies throughout our buildings**
- **We educate our employees on ways they can reduce their carbon footprint - at home, in the office, and when travelling**
- **Employees are given the opportunity to sign ANI's Green Pledge, offering their commitment to these responsible behaviours**

12.5 *By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse*

- **We educate our employees on ways they can reduce their carbon footprint - at home, in the office, and when travelling**
- **ANI's waste management initiative diverts over 95% waste from landfill**

12.6 *Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle*

- **We dispose of our retired IT equipment securely and in an environmentally friendly and sustainable way**
- **Allstate NI contributes to the Allstate Insurance Corporation's ESG (Environmental, Social, and Governance) Report**

12.8 *By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature*

- **We educate our employees on ways they can reduce their carbon footprint - at home, in the office, and when travelling**
- **ANI actively seek and promote volunteering opportunities in our communities, to protect the local environment**



ANI Initiatives aligned to Global Objectives

13.2 *Integrate climate change measures into national policies, strategies and planning*

- Allstate NI are aligned to the US Sustainability Team's policies, strategies and reporting
- We participate in the Northern Ireland Environmental Benchmarking Survey (NIEBS)
- ANI's Environmental Metrics Report ensures effective reporting on climate action measures
- Allstate NI have been thoughtful and purposeful in developing –
 - ANI's Environmental Policy
 - Technology Disposal Programme
 - Waste Management Programme
 - AllGreen Environmental Committee Strategy
 - Volunteering Policy – employees can avail of 15 hours paid time off to support local environmental initiatives

13.3 *Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning*

- Allstate NI Facilities Team complete Carbon Literacy Training and NEBOSH Environmental Management Certification
- AllGreen Committee educate and inform ANI employees through their quarterly educational newsletter



ANI Initiatives aligned to Global Objectives

15.2 *By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally*

- **ANI participate in local tree-planting schemes in alignment with government targets**

15.5 *Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species*

- **In partnership with Carbon Farming, Allstate NI planted 570 trees, to improve soil quality and provide shelter for wildlife**
- **An additional 2000 trees will be planted at 2 North West parks - Kilfennan Country Park and Marianus Glen**
- **ANI employees are keen volunteers of the annual 'Big Garden Birdwatch'**
- **ANI employees will be supporting the Treekly global tree-planting initiative**

15.9 *By 2020, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts*

- **ANI are a signatory to the BITC Climate Action Pledge, to reduce Scope 1 and Scope 2 emissions by 30% by 2030**

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



ANI Initiatives aligned to Global Objectives

16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children

- **We do not engage in the use of child labour and expect our suppliers to employ only workers who meet minimum age requirements in any country or location in which they operate**
- **We respect and promote the fundamental human rights of our workforce. We expect our suppliers to uphold these same principles, including freedom of association, unlawful detention, forced or voluntary labour practices, and to provide safe and sanitary work environments, including rest and eating facilities.**
- **We do not permit, condone or otherwise accept any form of slavery and/or human trafficking either by employees, suppliers, agents or other entities with whom Allstate does business**

16.5 Substantially reduce corruption and bribery in all their forms

- **All employees are required to complete mandatory Equality, Compliance, Sexual Harassment and Code of Conduct Training**

16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

- **We have an active and extensive network of engagements with Business & Government organisations across the region to ensure best alignment with Allstate Northern Ireland's purpose and goals with a strong emphasis on CSR and IDE**

16.A Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime

- **Each year ANI sponsor and host the CyberFirst Girls Competition for girls aged 12-13**
- **ANI's CyberSafety for Kids Programme, teaching children to be safe online, has expanded reaching over 20K children across the globe**
- **In 2021, launched CyberSafety for Older Adults (over 60s). Almost 2K older adults received support with online safety, including common email and telephone scams, and identity protection**