IBM: 10 Sustainability Indicators

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1 Renewable Electricity Consumption

In 2018, 37.9 percent of the electricity consumed across IBM's operations came from renewable sources. Of this total, IBM directly contracted to purchase 19.3 percent through its utility suppliers, which avoided 236,000 metric tons of carbon dioxide (CO_2) emissions. The remaining 18.6 percent as part of the mix of electricity we received from the grid.

2 Environmental Evaluation in the Supply Chain

As part of its global environmental management system, IBM conducts a three-stage supplier environmental evaluation for suppliers executing processes. IBM has specified in furnished chemicals to process equipment, providing hazardous waste management services or product end-of-life management services. This increases levels of detail, depending on the risks associated with or the potential environmental impacts from the supplier's operations.

3 Carbon Dioxide Emissions Reductions

IBM has been a leader in addressing climate change through the company's energy conservation and climate protection programs for decades. IBM has longstanding programs to implement energy conservation and efficiency initiatives and we have set and attained a series of carbon dioxide (CO_2) emissions reduction goals covering all of our operations over the past 15 years.

4 Water & Material Conservation

In 2018, IBM decreased water withdrawals at other company locations by 0.4 percent versus 2017. This was a smaller reduction than in previous years, due to business activities that increased water demand at some locations. IBM avoided water withdrawals equivalent to 5.1 percent of total annual water use through process water reuse and wastewater recycling in cooling tower systems and landscape irrigation activities.

5 Diversity in the Workplace

IBM's diversity and inclusion have been combined with their progress and have cultivated a leadership position within their technology peers. With the sense of belonging and the power of inclusion, it promotes collaboration. They also have inclusive policies and programs to provide a safe environment for LGBTQ+ employees.

6 Social Impact within Education

IBM created many initiatives to provide education and STEM skills in order to give opportunities and paths into the tech workforce. These initiatives include the P-Tech school model, Veterans Employment Accelerator program, and IBM Apprentice Program. IBM has hired 99 P-Tech students as interns in 2018 and 30 graduates were hired full time. The P-Tech school model combines highschool and college into a 6 year program where students gain skills and job experience; in addition to an associate degree. Through the Veterans Employment Accelerator program, free training and certification are offered to veterans in order to teach data analytics skills, while helping veterans transition to civilian careers.

7 Data Responsibility

IBM believes in organizations that collect, store, manage or process data and have an obligation to handle responsibly. At IBM, they view security as important as developing our technology solutions. As a result, they are committed to "privacy to design" to help us limit personal data. IBM will fight to protect customer data through legal means when necessary.

8 Promoting Sustainable Developments

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9 Employee Benefits

IBM offers employees a variety of choices like healthcare, prescription drug, mental health, vision, dental, flexiblespending accounts, healthcare coverage, life and disability, capital accumulation and investment, time off, family and personal services, and other HR programs.

10 Volunteering

IBM Volunteers have recorded 1.3 million hours in 2018 and 22 million volunteer hours since 2003 when the program was started. Employees, active or retired, could use their professional skills to help the community and their needs. The volunteer program also spans across and 94 countries.