

AGENDA 2030: REIMAGINING THE BLUEPRINT FOR CORPORATE SUSTAINABILITY AT DIMO

The company takes a holistic, data-driven approach to sustainability, building internal frameworks and pursuing wide-ranging operational change across its value chain

The era of easy sustainability is over. For years, corporations globally have relied on simple metrics such as reducing office paper, planting a handful of trees, or upgrading to LED lighting to fulfill their environmental obligations. Today, however, the demands of a volatile global climate and a highly scrutinised supply chain require a radically different approach.

DIMO is answering this call by discarding the traditional corporate playbook and structurally embedding sustainability into its commercial DNA through its ambitious Sustainability Agenda 2030.

Launched in 2022, Agenda 2030 is anchored by seven rigorous Key Performance Indicators (KPIs) that balance business operations, social impact, and environmental management. Now, four years into this journey, DIMO is executing a critical pivot: transitioning from building baseline data to driving aggressive, company-wide integration.

To catalyse this shift and secure absolute internal buy-in, DIMO recently hosted an unprecedented internal corporate summit titled “Rooted and Reimagined”. The event’s theme was highly intentional. It acknowledged that DIMO is now deeply rooted in empirical data and structural frameworks but must creatively reimagine how its diverse workforce will collectively achieve its 2030 KPIs.

Mega Ganeshan, Head of Sustainability at DIMO, notes that the next phase of the company’s journey relies entirely on behavioural transformation. “We have spent the last few years building a highly accurate, data-driven foundation,” says Ganeshan. “Now,



our challenge is to move sustainability out of the spreadsheets and into the daily micro-decisions of every single employee. True sustainability only happens when it becomes an everyday operational reflex rather than a standalone corporate initiative.”

The Rooted and Reimagined event served as a platform to confront the company’s most complex operational realities head-on. Foremost among these is the immense challenge of Scope 3 emissions. Historically, establishing an accurate carbon baseline was nearly impossible for the company, as data from 2019 to 2022 was heavily distorted by pandemic lockdowns and subsequent domestic economic crises.

Refusing to rely on skewed historical data, DIMO recently executed a comprehensive carbon footprint assessment in the year 2024/2025. This initiative mapped not just Scope 1 and 2 emissions but dove



deep into the notoriously difficult terrain of Scope 3 value chain emissions, tracking everything from overseas business travel and employee commutes to our diversified value chain and the massive logistics of international import and export freight.

Armed with this transparent data, DIMO is abandoning its old baselines, establishing the 2024/2025 fiscal year as its new metric standard, and actively pursuing Science-Based Targets (SBTi) to manage emissions that fall outside its direct operational control.

This same data-driven honesty applies to the company’s physical footprint. Under its 1:1 biodiversity mandate, DIMO committed to restoring ecosystems equivalent to the footprint of its commercial facilities. Having already restored 27 of its

33-hectare baseline, the company is now recalibrating its targets. Because DIMO recently cleared specific land parcels to install ground-mounted solar arrays to drive renewable energy adoption, it is adding those altered hectares back into its restoration baseline, ensuring its clean energy transition does not inadvertently compromise local biodiversity.

Beyond environmental data, Rooted and Reimagined pushed the boundaries of traditional corporate culture by addressing modern social sustainability. In a move rarely seen in conventional corporate settings, the event featured dedicated sessions on Sexual and Reproductive Health



and Rights (SRHR). By breaking away from safe, sanitised corporate topics, DIMO signalled to its workforce that its social pillar is entirely holistic, designed to protect and support the complete well-being of its people.

As DIMO looks towards 2030, its strategy is clear: sustainability is no longer a parallel venture. By utilising precise data baselines, confronting supply chain complexities, and reimagining internal corporate culture, DIMO is establishing a blueprint for the future of responsible business.●