Environmental Sustainability
Achieve carbon neutrality by 2050
UPS is determined to continue our leadership in decarbonizing the transportation sector. Our roadmap includes both existing goals and new targets.

By 2025:
- 40% alternative fuel in ground operations
- 25% renewable electricity in facilities

By 2035:
- 30% sustainable aviation fuel
- 50% reduction in CO₂ per global small package (2020 baseline)
- 100% renewable electricity in facilities

Social Sustainability
Positively impact 1 billion lives by 2040
UPS will deliver social impact through our commitment to diversity, equity and inclusion (DEI), employee engagement through volunteerism and charitable giving through The UPS Foundation.

- 25% of charitable donations targeted toward underserved women, youth and marginalized communities
- 28% women in full-time management globally by 2022, while maintaining 35% ethnically diverse company management
- 30 million volunteer hours by 2030 (2015 baseline)
- 50 million trees planted by 2030 (2015 baseline)

Governance
Recent achievements
UPS remains committed to a transparent and inclusive governance structure.

- 31% ethnically diverse members on Board of Directors
- 46% women on Board of Directors
- Published annual EEO-1 Report and first Task Force on Climate-related Financial Disclosures (TCFD) report in 2021
- Appointed chief DEI officer, a new position on the Executive Leadership Team, and elevated the chief sustainability officer to report directly to the CEO

*Company goals are aspirational and not guarantees or promises that all goals will be met, due to dependence on technological innovations and other available resources needed to drive environmental change. Statistics and metrics relating to ESG matters are estimates and may be based on assumptions or evolving standards.