



# **OUR SUSTAINABILITY STRATEGY**



# OUR GLOBAL COMMITMENT



**SOCIETY 2030: SPIRIT OF PROGRESS** is Diageo's 10 year action plan to help create a more inclusive and sustainable world. Building on the legacy of our founders to create a positive impact in our company, with our communities and for society. It is how we will continue to celebrate life, every day, everywhere.



**WE WANT TO CHANGE THE WAY THE WORLD DRINKS FOR THE BETTER** by celebrating moderation and continuing to address alcohol related harm expanding our programs that tackle underage drinking, drink driving and binge drinking.

**BY 2030**



Change attitudes towards drink driving of **5 Million PEOPLE**



**EDUCATE**

**10m**

young people, parents and teachers **on the dangers of drinking underage**

**REACH**

**1bn**

people with a targeted **message of moderation**



**WE BELIEVE THE MOST INCLUSIVE AND DIVERSE CULTURE** makes for a better business and a better world so we will champion inclusion and diversity across our business, with our partners and communities, to celebrate diversity and help shape a tolerant society.

**BY 2030**



Championing gender diversity with an ambition to achieve

**50%**

representation of **women in leadership roles**



Championing ethnic diversity with an ambition to **increase representation** of leaders from **ethnically diverse** backgrounds to

**45%**

We will support a **thriving and inclusive hospitality sector**



**Improving employability and livelihoods for**

**200,000**

people through Learning for Life and other skills initiatives

Providing skills and resources to

**1.5m** people through the **DIAGEO BAR ACADEMY**



**WATER IS THE BASIS OF LIFE AND OUR PRECIOUS RESOURCE.** By 2030, every drink we make will use 30% less water than today and by 2026 we will replenish more water than we use in all our water stressed areas.



**THE PLANET NEEDS SIGNIFICANT SCIENCE-BASED ACTION TO CREATE A SUSTAINABLE LOW CARBON FUTURE.** So, we commit to decarbonizing our own operations and to partner with our suppliers to halve the carbon in our supply chain.



**WE ALL HAVE A RESPONSIBILITY TO RESTORE THE NATURAL WORLD ON WHICH LIFE DEPENDS.** We'll do our bit by eliminating waste from our value chain, collaborating with farmers to regenerate landscapes, and creating innovative solutions to grow sustainably.




Every drink we make will use **30% less water** than today 


**150+**  community water projects 

**By 2026** we will **replenish more water than we use** in all our water-stressed areas 



ALL OUR OPERATIONS WILL BE: **NET ZERO CARBON**

POWERED BY  **100%** Renewable Energy

We will partner with our suppliers to **halve the carbon in our supply chain** 



**ZERO WASTE**  
Achieve zero waste in our **direct operations** and zero waste to landfill throughout our supply chain 

We are providing all our local sourcing communities with agricultural skills and resources, supporting

**150,000**  SMALLHOLDER FARMERS

**100%** OF OUR PACKAGING WILL BE **WIDELY RECYCLABLE**  WITH **60%** MADE FROM **RECYCLED MATERIAL**



**WE BELIEVE DOING BUSINESS THE RIGHT WAY CONTRIBUTES TO A FAIR AND JUST SOCIETY.**



All our people are treated **fairly** and with **respect** ensuring no one compromises on their values, and **everyone goes home safe and healthy, every day, everywhere**



In 2014, we signed the **UN Guiding Principles** on Business and Human Rights committing to embed a **respect for human rights into everyone's working day**



We work with **peers and trade associations** to take collective action to bring about **peace and justice and build the strong institutions** we all need to thrive



# OUR APPROACH TO REPORTING ON KEY ENVIRONMENTAL, SOCIAL AND GOVERNANCE TOPICS

**O**ur ambition is to be one of the best-performing, most-trusted and respected consumer products companies in the world. To achieve that ambition, we need to make sure we are doing business the right way, from grain to glass. This means thinking about the long-term value and impacts we create, and the risks and opportunities of our operating environment and business model.

We aim to be the best that we can be at work, at home and in the community. We are passionate about our high-quality brands to suit every consumer occasion and economic level, and the role they play in celebrating life. At the core of our approach is a commitment to serving the communities in which we operate by ensuring alcohol continues to play a positive role in society as part of a balanced lifestyle: doing so is good for consumers and good for business.

We believe that our responsibility and influence extend beyond our direct operations. Our Society 2030: Spirit of Progress Environmental, Social and Governance (ESG) action plan sets ambitious goals that support our commitment to shaping a more sustainable and inclusive business and society. We take great care in building sustainable supply chains, protecting the environment and the natural resources we all rely on, and our commitment to skills development, empowerment, inclusion and diversity.

Reporting transparently on ESG issues plays a vital role in delivering our strategy. It helps us to manage ESG risks, seize opportunities and promote sustainable development everywhere we live, work, source and sell.

We provide comprehensive and comparable disclosures for a broad range of stakeholders on our ESG progress through:



Our Annual Integrated Report with an entire section dedicated to progress against our ESG Strategy – Society 2030.



We publish our annual Sustainability Report detailing progress on specific key performance indicators (KPIs) on Society 2030.



We contribute to submission of non-financial information through our parent company Diageo to benchmarking and index organisations throughout the year, including those listed on the next page.



We track sustainability performance internally on a monthly and quarterly basis. We have developed an integrated reporting system that consolidates cross-functional, non-financial performance data at market levels, which gives senior internal stakeholders a clear view of our performance. Our aim is to enable early action to amplify opportunities and address risks, ensuring we stay on track to deliver our Society 2030: Spirit of Progress strategy.



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# Reporting Boundaries

Reporting boundaries are based on the fiscal year 2023, running from 1 July 2022 to 30 June 2023.

## Baseline year:



Our baseline year set as the financial year ended June 30, 2020, applies to all of our Society 2030: Spirit of Progress targets. The baseline data is used as the basis for calculating progress against our targets.



Reporting methodologies are reviewed and updated each year by leadership teams at different platforms.



Our reporting covers the operations of EABL in the financial year ended June 30, 2023. Dates refer to financial years unless otherwise stated. The boundaries for all data disclosed in the Annual Intergrated Report and this Sustainability Report include the results of the company.



The reporting scope depends, to a significant extent, on the nature of each indicator, and we have explained exceptions and limitations of each indicator in this report.

## Reporting Systems:



There are three main systems used for collection, validation and analysis of reported data.



Health and Safety and Human Resources Data: reported at site level using our global information management systems.



Environmental Data: we collect data on key measures of environmental performance every year. This is collated and analysed using a web-based environmental management system.



Denominator for efficiency indicators: to calculate efficiency ratios, we use litres of packaged product as the standard measure for comparison, because this measures the environmental impact associated with the production of our products. This is measured by site and aggregated at Group level.