

# OUR SUSTAINABILITY REPORT STRUCTURE

**F**or EABL, the reporting process is quite reflective in nature. We use this opportunity to gauge our progress, identify our challenges and plan for the next financial year. We organize a series of dialogues with our advisors (particularly from academia) to ensure that we are aware, and are capturing emerging trends in our non-financial modelling and forecasting.



We view our sustainability reporting process as a fundamental learning experience, with valuable insights to inform key decision making across our operations.

At the same time, it is about being increasingly transparent and accountable to our stakeholders. For example, this year we have included information around our total spend by each Society 2030 pillar.

**With this in mind, we have organized this year's report according to three crucial propositions:**

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Compliance with regulatory prescriptions: we acknowledge and welcome increasing requirements to submit progress on non-financial topics to the public. While this is something we have been doing for some time, we align our report with mandatory conditions, that is; Nairobi Securities Exchange Guidance Manual on ESG Disclosures.



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Establish progress against Society 2030: Spirit of Progress: This year we have included our key performance indicators as part of our progress summary. In addition, we contextualise our work in terms of emerging trends around Environmental, Social and Governance (ESG) topics. We also hear directly from a range of internal stakeholders and external project beneficiaries on their experiences implementing this expansive agenda.

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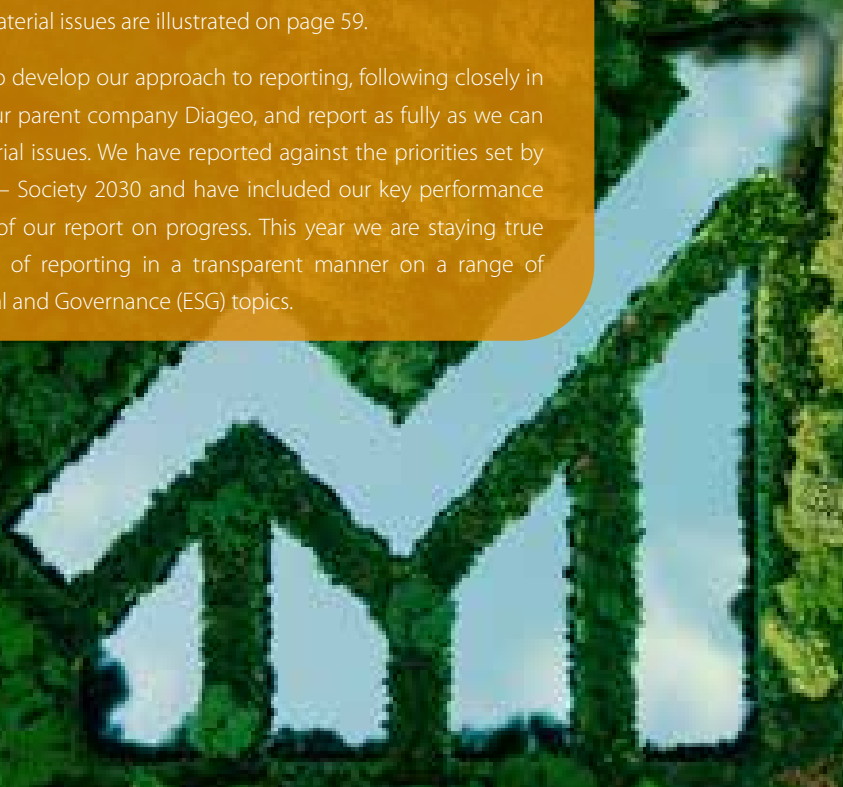
Emphasise significant learning and plan for future commitments in line with strategic reflections: We honestly and openly discuss our commitments made in 2021 (under the banner looking ahead), reflecting on our challenges and update our commitments for 2023 and beyond. We also include two case studies in this report, highlighting the history of our approach in line with the history of our Company and how we have responded to global challenges.

# TRANSLATING OUR SOCIETY 2030: SPIRIT OF PROGRESS PLAN TO GRI



**W**e adopted the GRI definition of materiality and conducted our own intensive materiality assessment process between 2020–2021. This is additional to the global materiality assessment process conducted by Diageo, our parent company. The outcome of our materiality process and our material issues are illustrated on page 59.

We will continue to develop our approach to reporting, following closely in the footsteps of our parent company Diageo, and report as fully as we can on our most material issues. We have reported against the priorities set by our strategic plan – Society 2030 and have included our key performance indicators as part of our report on progress. This year we are staying true to our philosophy of reporting in a transparent manner on a range of Environment, Social and Governance (ESG) topics.



GRI STANDARDS		Our Strategic Focus Area	
Universal Standards	1	Foundation – reporting principles 	<ul style="list-style-type: none"> <li>• Approach to Reporting</li> <li>• Doing Business the Right Way from Grain to Glass</li> </ul>
	2	General Disclosures 	<ul style="list-style-type: none"> <li>• Organisational Profile</li> <li>• Strategy</li> <li>• Ethics and Integrity</li> <li>• Governance</li> <li>• Stakeholder Engagement</li> <li>• Reporting Practice</li> </ul>
	3	Material Topics 	<ul style="list-style-type: none"> <li>• Material Topics and their boundaries</li> <li>• Management approaches</li> <li>• Evaluation of management approaches</li> <li>• Doing Business the Right Way from Grain to Glass</li> </ul>
Topic-specific standards	200	Economic 	<ul style="list-style-type: none"> <li>• Champion Inclusion and Diversity</li> <li>• Pioneer Grain to Glass Sustainability</li> <li>• Doing Business the Right Way from Grain to Glass</li> </ul>
	300	Environmental 	<ul style="list-style-type: none"> <li>• Pioneer Grain to Glass Sustainability</li> <li>• Doing Business the Right Way from Grain to Glass</li> </ul>
	400	Social 	<ul style="list-style-type: none"> <li>• Pioneer Grain to Glass Sustainability</li> <li>• Champion Inclusion and Diversity</li> <li>• Promote Positive Drinking</li> <li>• Doing Business the Right Way from Grain to Glass</li> </ul>



# How we have complied with the GRI Standards

EABL has reported in accordance with the GRI Standards comprehensive option for the period from September 2021 to August 2022 with reference to the Nairobi Securities Exchange (NSE) Guidelines – Mandatory Disclosures.

The material in this report references the following disclosures:

 <p>FOUNDATION</p>	 <p>SOCIAL</p>
<p>GRI 1-1 to 1-8 from GRI 1: Foundation 2021</p>	<p>GRI 412-01 to 412-03 from GRI 412: Human Rights Assessment 2016</p>
 <p>GENERAL</p>	<p>GRI 403-01 to 403-10 from GRI 403: Occupational Health and Safety 2018</p>
<p>GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021</p>	<p>GRI 404-01 to 404-03 from GRI 404: Training and Education 2016</p>
 <p>MATERIAL TOPICS</p>	<p>GRI 405-01 to 405-02 from GRI 405: Diversity and Equal Opportunity 2016</p>
<p>GRI 3-1 to 3-3 from GRI 3: Material Topics 2021</p>	<p>GRI 402-01 from GRI 402: Labour/Management Relations 2016</p>
 <p>ECONOMIC</p>	<p>GRI 418-01 from GRI 418: Customer Privacy 2016</p>
<p>GRI 201-01 to 201-04 from GRI 201: Economic Performance 2016</p>	
<p>GRI 205-01 to 205-03 from GRI 205: Anti-corruption 2016</p>	
<p>GRI 207-01 to 207-04 from GRI 207: Tax 2019</p>	
 <p>ENVIRONMENTAL</p>	
<p>GRI 305-01 to 305-07 from GRI 305: Emissions 2016</p>	
<p>GRI 308-01 to 308-02 from GRI 308: Supplier Environmental Assessment 2016</p>	

# How we have adopted the Nairobi Securities Exchange (NSE) ESG Guidance Manual

We are also including an NSE content index to show how we have adopted the NSE ESG guidance manual mandatory disclosures.

	GENERAL	ECONOMIC	SOCIAL	ENVIRONMENTAL
Governance	GRI 1-1 to 1-8 from GRI 1: Foundation 2021  GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021	Economic Performance  GRI 201-01 to 201-04 from GRI 201: Economic Performance 2016	Human Rights  Doing Business the Right Way GRI 412-01 to 412-03 from GRI 412: Human Rights Assessment 2016	Environmental Compliance  Pioneer Grain to Glass Sustainability
Environmental and social risk management	Pioneer Grain to Glass Sustainability  Promote Positive Drinking	Taxes  Doing Business the Right Way GRI 207-01 to 207-04 from GRI 207: Tax 2019	Labour and Working Conditions  Doing Business the Right Way GRI 402-01 from GRI 402: Labour/Management Relations 2016	Emissions (Carbon Footprint Assessment)  Pioneer Grain to Glass Sustainability GRI 305-01 to 305-07 from GRI 305: Emissions 2016
Stakeholder engagement	GRI 1-1 to 1-8 from GRI 1: Foundation 2021  GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021	Anti-corruption  Doing Business the Right Way GRI 205-01 to 205-03 from GRI 205: Anti-corruption 2016	Occupational Health and Safety  Doing Business the Right Way GRI 403-01 to 403-10 from GRI 403: Occupational Health and Safety 2018	
Regulatory compliance	GRI 1-1 to 1-8 from GRI 1: Foundation 2021  GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021		Training and Education  Doing Business the Right Way GRI 404-01 to 404-03 from GRI 404: Training and Education 2016	
Supply chain screening	Pioneer Grain to Glass Sustainability  GRI 308-01 to 308-02 from GRI 308: Supplier Environmental Assessment	Diversity and Equal Opportunity  Championing Inclusion and Diversity GRI 405-01 to 405-02 from GRI 405: Diversity and Equal Opportunity 2016	Consumer Protection  Data privacy  Doing Business the Right Way GRI 418-01 from GRI 418: Customer Privacy 2016	

# SOCIETY 2030: SNAPSHOT OF OUR RESULTS

## POSITIVE DRINKING



↑ **317%**

achievement in championing health literacy and tackling harm through Drink IQ of our annual target for 2022 to reach 33,000.

### What we did well – surpassed our annual targets for 2022:

- Championing health literacy and tackling harm through DRINKiQ, we had 104,489 unique site visits to DRINKiQ. This is **317%** achievement of our annual target for 2022 to reach **33,000**.
- We have launched SMASHED, our programme to educate young people, parents and teachers on the dangers of underage drinking this year, but we managed to surpass our annual target of reaching **35,500** people, achieving a success rate of **137%**, which is a reach of **48,690** people.

### Where we didn't meet our 2022 targets:

- We aimed to educate **45,000** people through our Wrong Side of the Road programme, however we managed to reach 66% of our annual target of **29,729** people.
- We aimed to reach **21,000,000** people with messages of moderation this year, however we were able to reach 7,577,715 people.

### Where we did better than 2021:

- **2,245** people reached via SMASHED in 2021 – which we have significantly surpassed this year owing to SMASHED launches in Kenya and Tanzania.
- **8,158** unique site visits to DRINKiQ in 2021 – which we have also significantly surpassed this year.
- Launched our Wrong Side of the Road programme with the goal to promote changes in attitude to drink driving.

### What we are doing to fix the gap :

- We are working towards streamlining our methodology in reporting and validation of our results.
- Across the business, we will continue to ensure that our strategy is well aligned to every department to improve our results. This includes investing in training across the different departments.

## CHAMPION INCLUSION AND DIVERSITY



↑ **36%**

representation of women in leadership roles

### What we did well – surpassed our annual targets for 2022

- **5,327** people reached via business and hospitality skills training programmes, which is **165%** achievement of our target to reach **3,220** people.
- **63%** of our community programme beneficiaries are women which is above the annual target to ensure 50% representation of women in our community programmes.
- We are at **36%** representation of women in leadership roles.

### Where we did better than 2021:

- We have increased the number of women represented in our community programmes from 54% in 2021, to 63% in 2022.

*We met all of our 2022 targets around this pillar.*

## PRESERVE WATER FOR LIFE

### What we did well – surpassed our annual target for 2022

- We reached a total of **99,317** people with our WASH (water, sanitation and hygiene) programme. This is 311% above our annual target to reach **31,885** people
- We completed 100% of our water collective action projects.

### Where we didn't meet our 2022 targets

- We aimed to utilize **2.78 litres** of water per litre of packaged product, however we surpassed this slightly by **0.25litres**. We used **3.03litres** of water per litre of packaged product across all our sites in EA.
- We aimed to replenish a total of **459,300m<sup>3</sup>** of water from our operations in water stressed areas, however we were able to replenish a total of **362,248 m3**.

### How have we performed 2022 vs 2021?

- As much as we didn't meet our 2022 goal on our target to replenish more water than we use for our operations for all of our sites in water stressed areas by 2026, we did surpass our water savings for 2021 by a significant 77% - **362,248m<sup>3</sup>** of water replenished in 2022, versus **203,640m<sup>3</sup>** in 2021.
- We have increased our beneficiaries under the WASH programme by 28% -In 2021 we reached 24,832 people and increased this to **31,885** people in 2022.
- We did not reach our 2022 goal on water used per litre of packaged product; however, we have improved water efficiency by **9.6%** from our 2020 baseline. This is in line with our target to improve water efficiency in our operations by **30%** across the company.

### What are we doing to fix this?

- We recognize that the full beneficial use from water recovery and reuse at all our sites is still not realized. But we do have the infrastructure in place to realise our 2030 targets.
- We are looking into reporting on investment data from supply to better understand our potential to meet targets around water efficiency.



**99,317**

**total number of people reached with our WASH (water, sanitation and hygiene) programme**

## ACCELERATE TO A LOW CARBON WORLD

### What we did well – surpassed our annual target for 2022

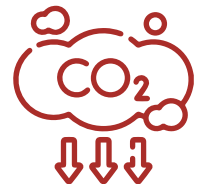
- Our sites run on **96.97%** renewable electricity for our operations, above our internal target to use **95%**.
- This is also an increase in the renewable electricity utilized from our baseline recording in 2020 of **93%**.

### Where we didn't meet our 2022 targets

- Our target is to become Net Zero in our direct operations (Scope 1&2 emissions) by 2030, and our goal for 2022 was **46.90** total direct GHG emissions (kt CO<sub>2</sub>e). However, we are slightly off track, with our Scope 1&2 total direct GHG emissions at **63.40** (kt CO<sub>2</sub>e).
- We are also off track on our use of renewable energy in our own operations, as our target was **43%** use of renewable energy and we achieved **25.87%**. We are however, using **1.8%** more renewable energy in our operations from our baseline in 2020 (**24%**).

### What are we doing to fix this?

- We expect to see a turnover in our Scope 1&2 emissions once biomass is completely operational in both Uganda and Kenya. Our biomass plants in Kenya (at Kisumu and Nairobi) became operational in May and June 2022,



**96.97%**

**Of our sites run on renewable electricity for our operations, above our internal target to use 95%**

## BECOME SUSTAINABLE BY DESIGN

- We have maintained **0 tonnes** of waste to landfill from our direct operations.
- **100%** of all our plastics used are widely recyclable, reusable and compostable. This is higher than 2021, where **90%** of our plastics were widely recyclable and also higher than our 2022 target of 98%.

