

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.

DIAGEO

WE WANT TO **CHANGE THE WAY THE WORLD DRINKS FOR THE BETTER...**

by **celebrating moderation** and continuing to address alcohol-related harm, expanding our programmes that tackle underage drinking, drink-driving and binge drinking.



WE BELIEVE THE MOST **INCLUSIVE AND DIVERSE CULTURE...**

makes for a **better business and a better world** so we will champion inclusion & diversity across our business, with our partners and communities, to **celebrate diversity** and help shape a tolerant society.



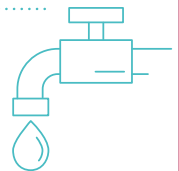
THE PLANET NEEDS SIGNIFICANT **SCIENCE-BASED ACTION...**

to create a sustainable low-carbon future, so **we commit to decarbonising our own operations** and to partner with our suppliers to halve the carbon in our supply chain.



WATER IS THE BASIS OF LIFE AND OUR MOST 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.**



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.



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

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WE WANT TO
CHANGE THE WAY THE WORLD DRINKS FOR BETTER...

by celebrating modern ways to address alcohol-related issues through programmes that tackle drink-driving and binge drinking.

THE PLANET NEEDS SIGNIFICANT SCIENCE-BASED ACTION...

to create a sustainable future so we commit to decarbonise our operations and to partner with governments to halve the carbon intensity of our value chain.

BY 2030

Change attitudes towards drink driving of



5 Million
PEOPLE

EDUCATE



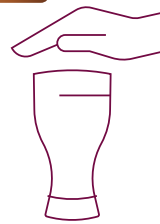
10m

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

REACH



1bn



people with a targeted message of moderation

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BELIEVE IN THE RIGHT WAY CONTRIBUTES TO A FAIR AND JUST SOCIETY



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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**

LEARNING FOR LIFE™
DIAGEO



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**

WE WANT TO CHANG...
WAY TO...
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WE WANT TO CHANGE THE WAY THE WORLD DRINKS FOR THE BETTER.

by celebrating... to address alcohol... programmes that... drink-driving and...

BY 2030

Every drink we make will use

30% less water than today

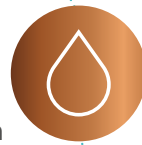


OVER **150** community water projects



By 2026

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



THE PLANET NEEDS SIGNIFICANT SCIENCE ACTION.

to create a sustainable low-carbon future, so we **commit to decarbonising our own operations** and to partner with our suppliers to halve the carbon in our supply chain.

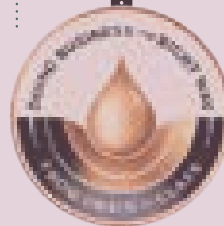


all our water-stressed areas.



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.



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DIAGEO

BY 2030
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**

WE WANT TO CHANGE THE WAY THE WORLD DRINKS BETTER

by celebrating and addressing the program that drives drink-driving

THE PLANET NEEDS SIGNIFICANT SCIENTIFIC ACTION

to create a so we can operate operations to halve the

WE ALL HAVE A **RESPONSIBILITY TO RESTORE THE NATURAL WORLD ON WHICH LIFE DEPENDS**

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BY 2030

ZERO WASTE

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



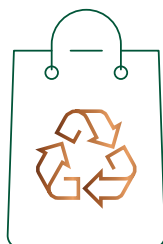
We are providing all our local sourcing communities with agricultural skills and resources, supporting



150,000
SMALLHOLDER FARMERS

100%

OF OUR PACKAGING WILL BE **WIDELY RECYCLABLE**



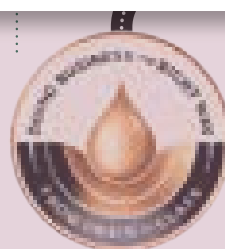
WITH **60%**

MADE FROM **RECYCLED MATERIAL**



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WE WANT TO **CHANGE THE WAY THE WORLD DRINKS FOR THE BETTER...**

by celebrating moderation to address alcohol-related programmes that tackle drink-driving and binge drinking.

THE PLANET NEEDS SIGNIFICANT SCIENCE-BASED ACTION...

to create a sustainable low carbon footprint so we **commit to decarbonise our operations** and to partner with others to halve the carbon in our value chain.



WE WANT TO **REGENERATE LANDSCAPES** AND **CREATE INNOVATIVE SOLUTIONS** TO GROW SUSTAINABLY.

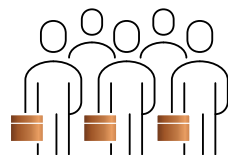
We'll do our bit by **eliminating waste from our value chain**, collaborating with farmers to regenerate landscapes, and **creating innovative solutions** to grow sustainably.

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

WE BELIEVE THE **ONLY WAY TO DO BETTER BUSINESS IS TO BELIEVE IN INCLUSIVE AND DIVERSE PEOPLE...**

because it leads to a **better business and a better world** so we will champion diversity across our business, our partners and communities, to **celebrate diversity** and help shape a better society.

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will



WE BELIEVE THE **ONLY WAY TO DO BETTER BUSINESS IS TO BELIEVE IN INCLUSIVE AND DIVERSE PEOPLE...** CONTRIBUTES TO A **FAIR AND JUST SOCIETY**



Our ambition is to create shared value...

Where we:

Live

Work

Source

Sell

In what matters most:

Promote positive drinking

Champion inclusion and diversity

Pioneer grain-to-glass sustainability

With our:

Company

Working with employees, partners and suppliers

Communities

Acting as a good corporate citizen and supporting community development

Consumers

Increasing our positive impact through brand partnerships

For our:

Business

Communities

Partners



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



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.

Our 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 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; in protecting the environment and the natural resources we all rely on; and in our commitment to skills development, empowerment, inclusion and diversity.

Reporting transparently on Environmental, Social and Governance (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:









Non-financial reporting is a rapidly evolving area. We are committed to continual evaluation and improvement of our approach and we actively track emerging ESG frameworks and best practices.



Recognition of Diageo's Approach

Diageo submits non-financial information to a range of indices throughout the year. This enables us to benchmark our sustainability work against our peers and the wider business community and is an important way for us to understand how our approach measures up to current standards, best practice and expectations. We are very pleased that our progress on ESG issues continues to be recognised externally.

	Index	2020 rank or rating
	CDP	Climate Change A, Water Security A: Diageo was one of only eight beverage companies globally and 65 companies overall (out of 9,617) to achieve A for both Water Security and Climate Change
	Bloomberg Gender Equality Index	Member of the index since its inception
	Corporate Human Rights Benchmark	Scored 18.5 out of 26, well above the Agricultural Products industry category average, which was 10.3 out of 26
	Dow Jones Sustainability Index	Member of the Dow Jones World Index, ranked as one of the top four beverage companies worldwide
	MSCI ESG Rating	AAA rating: Diageo has scored a AAA rating for the past six years
	Sustainalytics ESG Risk Rating	Score 16.7 (low risk): as of July 2022, Diageo was ranked sixth out of 582 companies in the food product industry*

