

Forewords from our Key Stakeholders across EABL	Messages from our Leadership	Our Sustainability Strategy at a Glance	Our Report Theme
Our Material Themes	Our Response To Our Material Themes	Our Approach to Reporting	Governance of 'Spirit of Progress'

Our Response To Our Material Themes - 'Spirit of Progress'



How We Engage Our Stakeholders	Our 2025 Performance On 'Spirit of Progress'	Summary of Our Progress	Managing Climate Related Risks and Opportunities
Doing Business the Right Way	Embedding Sustainability Across the Organisation	Awards and Recognition	GRI Content Index



Forewords from our Key Stakeholders across EABL	Messages from our Leadership	Our Sustainability Strategy at a Glance	Our Report Theme
Our Material Themes	Our Response To Our Material Themes	Our Approach to Reporting	Governance of 'Spirit of Progress'

Putting Positive Societal Impact at the Heart of our Business Strategy



Spirit of Progress is EABL’s Environmental, Social, and Governance (ESG) action plan designed to address the most material issues facing our company, brands, suppliers, people and communities. Its ambitions are embedded in our business strategy, and it aims to make a positive impact on people and the planet everywhere we live, work, source and sell. At the heart of Spirit of Progress are three priorities:

1



Our mission is to change the way people drink for the better by engaging, educating and empowering consumers to make informed choices about drinking.

2



Our mission is to create the most inclusive and diverse environment that ensures all our people thrive, supported by market leading policies and practices; while also removing barriers and having a positive impact on our partners, suppliers and communities.

3



Our mission is to build a resilient supply chain that helps our communities adapt to climate change, protects our license to operate and benefits the bottom line of our business.



In turn, these priorities are anchored on our principle of **‘Doing Business the Right Way’**, the governance pillar that underpins our approach to everything that we do as a business.

How We Engage Our Stakeholders	Our 2025 Performance On 'Spirit of Progress'	Summary of Our Progress	Managing Climate Related Risks and Opportunities
Doing Business the Right Way	Embedding Sustainability Across the Organisation	Awards and Recognition	GRI Content Index



Forewords from our Key Stakeholders across EABL	Messages from our Leadership	Our Sustainability Strategy at a Glance	Our Report Theme
Our Material Themes	Our Response To Our Material Themes	Our Approach to Reporting	Governance of 'Spirit of Progress'

Spirit of Progress Commitments



SPIRIT OF PROGRESS is EABL’s ongoing strategic 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



EDUCATE

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

REACH

the world 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

LEARNING FOR LIFE™
DIAGEO



Providing skills and resources



Improving employability and livelihoods through Learning for Life and other skills initiatives

through the **DIAGEO BAR ACADEMY**

How We Engage Our Stakeholders	Our 2025 Performance On 'Spirit of Progress'	Summary of Our Progress	Managing Climate Related Risks and Opportunities
Doing Business the Right Way	Embedding Sustainability Across the Organisation	Awards and Recognition	GRI Content Index



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 decarbonising our own operations by 2040 and to partner with our suppliers to decarbonise our supply chain by 2050.



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.

150+
community
water projects

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



100%
Scope 1 and 2 decarbonisation
by 2040

By 2030
We will partner with our
suppliers to reduce
carbon in our supply chain
by **26%**



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

150,000
SMALLHOLDER FARMERS



Increase the average recycled
content in our plastic bottles

 to **35%**



**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