



**DIAGEO**

**2020 SUSTAINABILITY & RESPONSIBILITY TARGETS**



### LEADERSHIP IN ALCOHOL IN SOCIETY

Create a positive role for alcohol in society through partnerships and programmes which impact misuse

INDUSTRY COLLABORATION

IMPACTFUL PROGRAMMES

TRAINING



### BUILDING THRIVING COMMUNITIES

Enable people, particularly women, to have the skills and resources to build a better future for themselves

OUR PEOPLE

COMMUNITIES

SUPPLY CHAINS



### REDUCING OUR ENVIRONMENTAL IMPACT

Make our products and business operations more environmentally sustainable

WATER

CARBON

PACKAGING

WASTE



## LEADERSHIP IN ALCOHOL IN SOCIETY

### INDUSTRY COLLABORATION

- Implement global alcohol industry commitments to expand and increase efforts on:
- reducing underage drinking
- strengthening and expanding marketing codes of practice
- providing consumer information and responsible product innovation
- reducing drink driving
- enlisting the support of retailers to reduce harmful drinking.

### IMPACTFUL PROGRAMMES

- Going beyond industry commitments, we will work in partnerships to support programmes to address harmful drinking in our top 20 countries. We will evaluate these initiatives for efficacy and impact and report on the results.

### TRAINING

- Reach 1 million adults with training materials that will enable them to champion responsible drinking.



## BUILDING THRIVING COMMUNITIES

### THRIVING COMMUNITIES

- Our community programmes enable those who live and work in our communities, particularly women, to have the skills and resources to build a better future for themselves. We will evaluate and report on the tangible impacts of our programmes.

### SUSTAINABLE SUPPLY CHAINS

- Establish partnerships with farmers to develop sustainable agricultural supplies of key raw materials.
- Source 80% of our agricultural raw materials locally in Africa by 2020.
- Deliver our responsible sourcing commitments with suppliers to improve labour standards and human rights in our supply chains.
- Act in accordance with the UN Guiding Principles on Business and Human Rights.

### OUR PEOPLE

- Build diversity, with 30% of leadership positions held by women and measures implemented to help female employees attain and develop in leadership roles.
- Increase employee engagement to 80% - a top quartile performer on measures such as employee satisfaction, pride and loyalty. Raise our Performance Enablement score, which measures a link between engagement and performance commitment, to 83%.
- Keep our people safe by achieving less than 1 Lost Time Accident (LTA) rate per 1000 employees and no fatalities.



## REDUCING OUR ENVIRONMENTAL IMPACT

### WATER

- Reduce water use through a 50% improvement in water use efficiency.
- Return 100% of waste water from our operations to the environment safely.
- Replenish the amount of water used in our final product in water stressed areas.
- Equip our suppliers with tools to protect water resources in the most water stressed locations.

### CARBON

- Reduce absolute greenhouse gas emissions from direct operations by 50%, and achieve a 30% reduction along the total supply chain.
- Ensure all our new refrigeration equipment in trade are HFC-free, with a reduction in associated GHG emissions from 2015.

### PACKAGING

- Reduce total packaging by 15%, while increasing recycled content to 45% and making 100% of packaging recyclable.
- Sustainably source all of our paper and board packaging to ensure zero net deforestation.

### WASTE

- Achieve zero waste to landfill.