







# GRI 2022


## References:




- [2022 Annual Report](#)
- [Investor Relations Website](#)

## GRI 2: General Disclosures








### 1. The organisation and its reporting practices



Section	Question	Answer	Reference
Disclosure 2-1 Organisational details	2-1-a Legal name.	BAE Systems plc.	 
	2-1-b Nature of ownership and legal form.	This information is in our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Governance – Statutory and other information, pg 206</li> </ul>	
	2-1-c Location of headquarters.	London, UK.	
	2-1-d Countries of operation.  <i>If the organisation has reported its countries of operation elsewhere, such as in its audited consolidated financial statements or financial information filed on public record, the organisation can provide a link or reference to this information. The organisation can also report the regions or specific</i>	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Our business at a glance pg 2-3</li> <li>• Our markets pg 20-23</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Our markets</a></li> </ul>	 

Section	Question	Answer	Reference
	<i>locations within countries (e.g., states, cities) where it has operations, if this provides contextual information for understanding the organisation's impacts.</i>		
Disclosure 2-2 Entities included in the organisation's sustainability reporting	2-2-a List all entities included in its sustainability reporting.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>Notes to the Group accounts, pg 288-291</li> </ul>	
	2-2-b If the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting.	No differences.	
	2-2-c If the organisation consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; ii. whether and how the approach differs across the disclosures in this Standard and across material topics. iii. Approach used for consolidating information	For financial reporting, we bring in the results from equity accounted investments (where we don't control the entity, e.g. MBDA, Air Astana, etc.) as a single line of their profit, and a single line for their net assets. For entities which are not wholly owned, but we do control (e.g. a number of the Kingdom Partner Companies in the Kingdom of Saudi Arabia), their profits are split between those attributable to shareholders, and those attributable to non-controlling interests on the face of the profit and loss and balance sheet.  Acquisitions are accounted for from the date of acquisition, disposals up until the date of disposal.	
Disclosure 2-3 Reporting period, frequency and contact point	2-3-a	Calendar year 2022, annually.	

Section	Question	Answer	Reference
	The reporting period for, and the frequency of, sustainability reporting.		
	2-3-b The reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this.	Calendar year.	
	2-3-c Publication date of the report or reported information.	29 March 2023	
	2-3-d Contact point for questions about the report or reported information.	BAE Systems website – Investor Relations email: <a href="mailto:investors@baesystems.com">investors@baesystems.com</a>	
Disclosure 2-4 Restatements of information	2-4-a Restatements of information made from previous reporting periods and explain i. the reason for the restatements ii. the effect of the restatements	There were no restatements of information from the previous reporting period.	
Disclosure 2-5 External assurance	2-5-a Describe the policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"><li>• Audit Committee report, pg 129-133</li></ul>	
	2-5-b If the organisation’s sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organisation and the assurance provider.	i., ii. This information is included within our 2022 Annual Report: <ul style="list-style-type: none"><li>• Energy and GHG emissions – Deloitte LLP, pg 52-53</li><li>• Community investment – Deloitte LLP, limited assurance, pg 64</li></ul> iii. Contracted services, independent assurer.	



## 2. Activities and workers




Section	Question	Answer	Reference
Disclosure 2-6 Activities, value chain and other business relationships	2-6-a Report the sector(s) in which it is active.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business at a glance, pg 2-3</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">What we do</a></li> </ul>	 
	2-6-b Describe its value chain, including: i. the organisation’s activities, products, services, and markets served; ii. the organisation’s supply chain; iii. the entities downstream from the organisation and their activities;	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business at a glance, pg 2-3</li> <li>• Our business model, pg 18-19</li> <li>• Governance – Responsible supply chain, pg 78</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Investor Relations</a></li> <li>• <a href="#">What we do</a></li> <li>• <a href="#">Where we operate</a></li> <li>• <a href="#">Global suppliers</a></li> </ul>	 
	2-6-c Other relevant business relationships.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business model, pg 18-19</li> <li>• Our stakeholders pg 32-33</li> </ul> <p>Further information can be found on our Investors website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Investor Relations</a></li> </ul>	 
	2-6-d Significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	<p>In the US, the Intelligence &amp; Security business continued to demonstrate the value of its differentiated systems integration expertise, providing leading engineering, modelling and simulation capabilities to its customers, expanding in this area through the acquisition of</p>	

Section	Question	Answer	Reference
		<p>Bohemia Interactive Simulations in March 2022. In the UK, we established the Digital Intelligence business, bringing together capabilities in cyber, space, intelligence, security and data into one organisation to improve our customer alignment.</p> <p>See also “2022 operational performance” within our 2022 Annual Report, pg 14-15.</p>	
<p>Disclosure 2-7 Employees</p>	<p>2-7-a Report the total number of employees, and a breakdown of this total by gender and by region.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our business at a glance, pg 2-3</li> <li>• Sustainability – Gender diversity, pg 74</li> </ul>	
	<p>2-7-b Report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region.</p>	<p>We do not publicly disclose this information.</p>	
	<p>2-7-c Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Notes to the Group accounts – 3. Employees, pg 235</li> </ul>	






Section	Question	Answer	Reference
	<p>2-7-d Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> </ul>	
	<p>2-7-e Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>No significant fluctuations.</p>	
<p>Disclosure 2-8 Workers who are not employees</p>	<p>2-8-a Report the total number of workers who are not employees and whose work is controlled by the organisation and describe: i. the most common types of worker and their contractual relationship with the organisation ii. the type of work they perform.</p>	<p>We do not publicly disclose this information.</p>	
	<p>2-8-b The methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology.</p>	<p>We do not publicly disclose this information.</p>	
	<p>2-8-c Significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.</p>	<p>We do not publicly disclose this information.</p>	







### 3. Governance






Section	Question	Answer	Reference
<p>Disclosure 2-9 Governance structure and composition</p>	<p>2-9-a Report the governance structure, including committees of the highest governance body.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Governance framework, Applying the UK Corporate Governance Code Principles, Compliance with the UK Corporate Governance Code provisions, Board and Executive Committee diversity information, Nominations Committee report, Audit Committee report, Environmental, Social and Governance Committee report, Innovation and Technology Committee report, Remuneration Committee report, pg 134-164</li> </ul>	
	<p>2-9-b List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organisation’s impacts on the economy, environment, and people.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Governance framework, Applying the UK Corporate Governance Code Principles, Compliance with the UK Corporate Governance Code provisions, Board and Executive Committee diversity information, Nominations Committee report, Audit Committee report, Environmental, Social and Governance Committee report, Innovation and Technology Committee report, Remuneration Committee report, pg 134-164</li> </ul>	
	<p>2-9-c Describe the composition of the highest governance body and its committees by:</p> <ol style="list-style-type: none"> <li>executive and non-executive members;</li> <li>independence;</li> <li>tenure of members on the governance body;</li> </ol>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Board of directors, Governance framework, Applying the UK Corporate Governance Code Principles, Compliance with the UK Corporate Governance Code</li> </ul>	

Section	Question	Answer	Reference
	iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organisation; viii. stakeholder representation.	provisions, Board and Executive Committee diversity information, Nominations Committee report, Audit Committee report, Environmental, Social and Governance Committee report, Innovation and Technology Committee report, Remuneration Committee report, pg 131 -164	
Disclosure 2-10 Nomination and selection of the highest governance body	2-10-a Describe the nomination and selection processes for the highest governance body and its committees.	This information is included within our 2022 Annual Report: • Nominations Committee Report, pg 125-128	
	2-10-b Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organisation.	This information is included within our 2022 Annual Report: • Nominations Committee Report, pg 140-144	
Disclosure 2-11 Chair of the highest governance body	2-11-a Report whether the chair of the highest governance body is also a senior executive in the organisation.	This information is included within our 2022 Annual Report: • Board of directors, pg 131-133 • Board and Executive Committee diversity information, pg 139 • Governance Framework, pg 134-135	
	2-11-b If the chair is also a senior executive, explain their function within the organisation's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	N/A	












Section	Question	Answer	Reference
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	2-12-a Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• The Work of the Board pg 34-27</li> <li>• Chairman's governance letter pg 129-130</li> <li>• Governance framework, pg 134-135</li> <li>• Environmental, Social and Governance Committee report pg 151-155</li> </ul> <p>Further information can be found on the Corporate governance page on our <a href="#">Investor Relations website</a>.</p>	
	2-12-b Describe the role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• The work of the Board, pg 34-37</li> <li>• Chairman's governance letter pg 129-130</li> <li>• Board of Directors pg 131-133</li> <li>• Governance framework, pg 134-135</li> <li>• Board and Executive Committee diversity information, pg 139</li> <li>• Environmental, Social and Governance Committee report pg 151-155</li> </ul> <p>Further information can be found on the Corporate governance page on our <a href="#">Investor Relations website</a>.</p>	 
	2-12-c Describe the role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• The Work of the Board, pg 34-37</li> <li>• Governance Framework, pg 134-135</li> <li>• Governance disclosures, pg 138-</li> <li>• Environmental, Social and Governance Committee report pg 151-155</li> </ul> <p>Further information can be found on the Corporate</p>	 

Section	Question	Answer	Reference
		governance page on our <a href="#">Investor Relations website</a> .	
Disclosure 2-13 Delegation of responsibility for managing impacts	2-13-a Describe how the highest governance body delegates responsibility for managing the organisation’s impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability, pg 38-79</li> <li>• The work of the Board, pg 34-37</li> <li>• Board and Executive Committee diversity information, pg 139</li> <li>• Environmental, Social and Governance Committee report, pg 151-155</li> </ul> <p>Further information can be found on our Investor Relations website:</p> <ul style="list-style-type: none"> <li>• <a href="#">The Board</a></li> <li>• <a href="#">Board Charter</a></li> </ul>	 
	2-13-b Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation’s impacts on the economy, environment, and people.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability, pg 38-79</li> <li>• Chairman’s Governance letter, pg 128-130</li> <li>• The work of the Board, pg 22</li> <li>• Board information, pg 124</li> <li>• Environmental, Social and Governance Committee report, pg 151-155</li> </ul> <p>Further information can be found on our Investor Relations website:</p> <ul style="list-style-type: none"> <li>• <a href="#">The Board</a></li> <li>• <a href="#">Board Charter</a></li> </ul>	 
Disclosure 2-14 Role of the highest governance body in sustainability reporting	2-14-a Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organisation’s material topics, and if so, describe the process for reviewing and approving the information.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Our sustainability agenda, pg 44</li> <li>• Environmental, Social and Governance Committee report, pg 151-155</li> <li>• Directors’ Responsibility Statement, pg 210</li> </ul> <p>Further information can be found on our Investor Relations website:</p>	 



Section	Question	Answer	Reference
		<ul style="list-style-type: none"> <li>• <a href="#">ESG Committee Terms of Reference</a></li> </ul>	
	<p>2-14-b</p> <p>If the highest governance body is not responsible for reviewing and approving the reported information, including the organisation's material topics, explain the reason for this.</p>	N/A	
<p>Disclosure 2-15</p> <p>Conflicts of interest</p>	<p>2-15-a</p> <p>Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Governance framework, pg 134-135</li> <li>• Applying the UK Corporate Governance Code Principles, Compliance with the UK Corporate Governance Code provisions, pg 136-138</li> <li>• Environmental, Social and Governance Committee report, pg 151-155</li> </ul> <p>Further information can be found within our <a href="#">Code of Conduct</a>, pg 46, and our <a href="#">Policy Summaries webpage</a>.</p>	 
	<p>2-15-b</p> <p>Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ol style="list-style-type: none"> <li>cross-board membership;</li> <li>cross-shareholding with suppliers and other stakeholders;</li> <li>existence of controlling shareholders;</li> <li>related parties, their relationships, transactions, and outstanding balances.</li> </ol>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Applying the UK Corporate Governance Code Principles, Compliance with the UK Corporate Governance Code provisions, pg 136-138</li> </ul>	
<p>Disclosure 2-16</p> <p>Communications of critical concerns</p>	<p>2-16-a</p> <p>Describe whether and how critical concerns are communicated to the highest governance body.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• The work of the Board, pg 34-37</li> <li>• Sustainability – Employee ethics programme, pg 76-77</li> </ul>	 





Section	Question	Answer	Reference
		Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption</a></li> </ul>	
	2-16-b Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Employee ethics programme, pg 76-77</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Global standards</a></li> </ul>	 
Disclosure 2-17 Collective knowledge of the highest governance body	2-17-a Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• The work of the Board, pg 34-37</li> <li>• Company Secretary, Governance Framework, pg 134</li> <li>• Environmental, Social and Governance Committee report, pg 151-155</li> </ul>	
Disclosure 2-18 Evaluation of the performance of the highest governance body	2-18-a Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Nominations Committee report – Board Evaluation, pg 143-144</li> </ul>	
	2-18-b Report whether the evaluations are independent or not, and the frequency of the evaluations.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Nominations Committee report – Board Evaluation, pg 143-144</li> </ul>	
Disclosure 2-19 Remuneration policies	2-19-a Describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Remuneration Committee report pg 160-164</li> <li>• Annual remuneration report, pg 165-189</li> <li>• Directors' remuneration policy, pg 190-205</li> </ul> Further information can be found on our Investor Relations website:	 








Section	Question	Answer	Reference
	<p>2-19-b</p> <p>Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment, and people.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Directors' remuneration policy</a></li> </ul> <p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Remuneration Committee report pg 160-164</li> <li>• Annual remuneration report, pg 165-189</li> <li>• Directors' remuneration policy, pg 190-205</li> </ul> <p>Further information can be found on our Investor Relations website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Directors' remuneration policy</a></li> </ul>	 
<p>Disclosure 2-20</p> <p>Process to determine remuneration</p>	<p>2-20-a</p> <p>Describe the process for designing its remuneration policies and for determining remuneration, including: whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</p> <p>i. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</p> <p>ii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organisation, its highest governance body and senior executives.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Remuneration Committee report pg 160-164</li> <li>• Annual remuneration report, pg 165-189</li> <li>• Directors' remuneration policy, pg 190-205</li> </ul> <p>Further information can be found on our Investor Relations website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Directors' remuneration policy</a></li> <li>• <a href="#">Remuneration committee Terms of Reference</a></li> </ul>	 
	<p>2-20-b</p> <p>Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Annual remuneration report pg 167</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">AGM</a></li> </ul>	 

Section	Question	Answer	Reference
Disclosure 2-21 Annual total compensation ratio	2-21-a Report the ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual).	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>Annual remuneration report, pg 169</li> </ul>	
	2-21-b Report the ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>Annual remuneration report, pg 171</li> </ul>	
	2-21-c Report contextual information necessary to understand the data and how the data has been compiled.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>Annual remuneration report, pg 165-189</li> </ul>	






#### 4. Strategy, policies and practices





Section	Question	Answer	Reference
Disclosure 2-22 Statement on sustainability development strategy	2-22-a Report a statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>Chairman's letter, pg 8-9</li> <li>Governance at a glance, pg 128</li> <li>Chairman's governance letter, pg 129-130</li> <li>Environmental, Social and Governance Committee report, pg 151-155</li> </ul>	
Disclosure 2-23 Policy commitments	2-23-a Describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference;	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>Sustainability – Our sustainability agenda 38-79</li> <li>Environmental, Social and Governance Committee report, pg 151-155</li> </ul>	

Section	Question	Answer	Reference
	ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights.		
	2-23-b Describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organisation gives particular attention to in the commitment.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Accountability &amp; transparency and Robust ethics &amp; governance, pg 75-78</li> </ul> Further information can be found within the below on our website: <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> <li>• <a href="#">Code of Conduct</a>, pg 37</li> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> <li>• <a href="#">California Transparency in Supply Chain Act</a></li> <li>• <a href="#">Australian Modern Slavery Report</a></li> </ul>	 
	2-23-c Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Accountability &amp; transparency and Robust ethics &amp; governance, pg 75-78</li> </ul> Further information can be found within the below on our website: <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> <li>• <a href="#">Code of Conduct</a>, pg 37</li> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> <li>• <a href="#">California Transparency in Supply Chain Act</a></li> <li>• <a href="#">Australian Modern Slavery Report</a></li> </ul>	 

Section	Question	Answer	Reference
	2-23-d Report the level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Governance framework, pg 134-135</li> </ul>	
	2-23-e Report the extent to which the policy commitments apply to the organisation's activities and to its business relationships.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> <li>• Responsible supply chain, pg 78</li> <li>• Governance framework, pg 134-135</li> </ul> <p>Further information can be found within the below on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Governance</a></li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Responsible supply chain</a></li> <li>• <a href="#">Global suppliers</a></li> </ul>	 
	2-23-f Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> <li>• Responsible supply chain, pg 78</li> <li>• Governance framework, pg 134-135</li> </ul> <p>Further information can be found within the below on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Governance</a></li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Responsible supply chain</a></li> <li>• <a href="#">Global suppliers</a></li> </ul>	 
Disclosure 2-24 Embedding policy commitments	2-24-a Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> <li>• Responsible supply chain, pg 78</li> <li>• Governance framework, pg 134-135</li> </ul>	 





Section	Question	Answer	Reference
	<p>i. how it allocates responsibility to implement the commitments across different levels within the organisation;</p> <p>ii. how it integrates the commitments into organisational strategies, operational policies, and operational procedures;</p> <p>iii. how it implements its commitments with and through its business relationships;</p> <p>iv. training that the organisation provides on implementing the commitments.</p>	<p>Further information can be found within the below on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Governance</a></li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Business Integrity Training (BIT) Responsible supply chain</a></li> <li>• <a href="#">Global suppliers</a></li> </ul>	
<p>Disclosure 2-25 Processes to remediate negative impacts</p>	<p>2-25-a Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Global Standards</a></li> <li>• <a href="#">Governance</a></li> <li>• <a href="#">Risk Management Policy Summary</a></li> </ul>	 
	<p>2-25-b Describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in.</p>	<p>Information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> </ul>	
	<p>2-25-c Describe other processes by which the organisation provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> <li>• <a href="#">Code of Conduct</a></li> </ul>	 

Section	Question	Answer	Reference
		<ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Global Standards</a></li> <li>• <a href="#">Governance</a></li> </ul>	
	2-25-d Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms.	Information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> </ul>	
	2-25-e Describe how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Statement 2023</a></li> </ul>	
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	2-26-a Describe the mechanisms for individuals to: <ol style="list-style-type: none"> <li>seek advice on implementing the organisation's policies and practices for responsible business conduct;</li> <li>raise concerns about the organisation's business conduct.</li> </ol>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Employee ethics programme, pg 76-77</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Ethics Helpline</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Global Standards</a></li> </ul>	 
Disclosure 2-27 Compliance with laws and regulations	2-27-a Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: <ol style="list-style-type: none"> <li>instances for which fines were incurred;</li> <li>instances for which non-monetary sanctions were incurred.</li> </ol>	We do not publicly disclose this information.	
	2-27-b	We do not publicly disclose this information.	

Section	Question	Answer	Reference
	Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: <ol style="list-style-type: none"> <li>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</li> <li>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods.</li> </ol>		
	2-27-c Describe the significant instances of non-compliance.	We do not publicly disclose this information.	
	2-27-d Describe how it has determined significant instances of non-compliance.	We do not publicly disclose this information.	
Disclosure 2-28 Membership associations	2-28-a Report industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant role.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our foundations, pg 72-79</li> </ul>	






## 5. Stakeholder engagement





Section	Question	Answer	Reference
Disclosure 2-29 Approach to stakeholder engagement	2-29-a Describe its approach to engaging with stakeholders, including: <ol style="list-style-type: none"> <li>i. the categories of stakeholders it engages with, and how they are identified;</li> <li>ii. the purpose of the stakeholder engagement;</li> <li>iii. how the organisation seeks to ensure meaningful engagement with stakeholders.</li> </ol>	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Our stakeholders, pg 32-33</li> <li>• The work of the Board, pg 34-37</li> </ul>	

Section	Question	Answer	Reference
Disclosure 2-30 Collective bargaining agreements	2-30-a Report the percentage of total employees covered by collective bargaining agreements.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Supporting our employees, pg 63</li> </ul>	
	2-30-b For employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.	We do not publicly disclose this information.	



### GRI 3: Material Topics


Section	Question	Answer	Reference
Disclosure 3-1 Process to determine material topics	3-1-a Describe the process followed to determine material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, ii. how it has prioritised the impacts for reporting based on their significance.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> </ul>	
	3-1-b Specify the stakeholders and experts whose views have informed the process determining its material topics.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Our stakeholders, pg 32-33</li> <li>• The work of the Board, pg 34-37</li> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> <li>• Sustainability – Creating opportunity for people and communities, pg 60-67</li> <li>• Environmental, Social and Governance Committee report, pg 151-155</li> </ul>	





Section	Question	Answer	Reference
Disclosure 3-2 List of material topics	3-2-a List its material topics.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability - Our sustainability agenda, pg 38-71</li> </ul> This information is included on our website: <ul style="list-style-type: none"> <li>• <a href="https://www.baesystems.com">baesystems.com</a></li> </ul>	 
	3-2-b Report changes to the list of material topics compared to the previous reporting period.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> </ul>	
Disclosure 3-3 Management of material topics	3-3-a Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> </ul>	
	3-3-b Report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> </ul>	
	3-3-c Describe its policies or commitments regarding the material topic.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Our strategic framework, pg 16-17</li> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries</a></li> </ul>	 
	3-3-d Describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Our strategic framework, pg 16-17</li> <li>• Sustainability – Our sustainability agenda, pg 38-71</li> </ul>	

Section	Question	Answer	Reference
	actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts.	Further information can be found on our website: • <a href="#">Policy summaries</a>	
	3-3-e Report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organisation’s operational policies and procedures.	This information is included within our 2022 Annual Report: • Our strategic framework, pg 16-17 • Sustainability – Our sustainability agenda, pg 38-71  Further information can be found on our website: • <a href="#">Policy summaries</a>	 
	3-3-f Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	This information is included within our 2022 Annual Report: • Our stakeholders, pg 32-33 • Success through partnering pg 68-71  Further information can be found in our <a href="#">UK Modern Slavery Act Response 2023</a>	 

## GRI 205: Anti-corruption

Section	Question	Answer	Reference
Disclosure 205-1 Operations assessed for risks related to corruption	205-1-a Total number and percentage of operations assessed for risks related to corruption.	All employees are governed by risk management policies. This information is included within our 2022 Annual Report: • How we manage risk, pg 116-117 • Our risk management framework, pg 118	 

Section	Question	Answer	Reference
		<ul style="list-style-type: none"> <li>• Our principal risks, pg 119-125</li> </ul> <p>Further information can be found within our:</p> <ul style="list-style-type: none"> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	
	<p>205-1-b Significant risks related to corruption identified through the risk assessment.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our principal risks, pg 119-125</li> </ul> <p>Further information can be found within our policy summaries:</p> <ul style="list-style-type: none"> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	
<p>Disclosure 205-2 Communication and training about anti-corruption policies and procedures</p>	<p>205-2-a Total number and percentage of governance body members that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by region.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability– Accountability &amp; transparency and Robust ethics &amp; governance pg 75-77</li> </ul> <p>Further information can be found within our:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a>, pg 42-51</li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	 

Section	Question	Answer	Reference
	<p>205-2-b</p> <p>Total number and percentage of employees that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability– Accountability &amp; transparency and Robust ethics &amp; governance pg 75-77</li> </ul> <p>Further information can be found within our:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a>, pg 42-51</li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	
	<p>205-2-c</p> <p>Total number and percentage of business partners that the organisation’s anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organisation’s anti-corruption policies and procedures have been communicated to any other persons or organisations.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability– Accountability &amp; transparency and Robust ethics &amp; governance pg 75-77</li> <li>• Sustainability – Responsible supply chain pg 78</li> </ul> <p>Further information can be found within our:</p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a>, pg 42-51</li> <li>• <a href="#">Supplier principles</a>, pg 5</li> <li>• <a href="#">Ethics and anti-corruption webpage</a></li> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	 
	<p>205-2-d</p> <p>Total number and percentage of governance body members that have received training on anti-</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability– Accountability &amp; transparency and Robust</li> </ul>	




Section	Question	Answer	Reference
	corruption, broken down by region.	ethics & governance pg 75-77  Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Business Integrity Training (BIT)</a></li> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	
	205-2-e Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability– Accountability &amp; transparency and Robust ethics &amp; governance, pg 75-77</li> </ul> Further information can be found within our: <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Business Integrity Training (BIT)</a></li> <li>• <a href="#">Conflicts of Interest policy summary</a></li> <li>• <a href="#">Gifts and hospitality policy summary</a></li> <li>• <a href="#">Lobbying, Political Donations and other Political Activity policy summary</a></li> </ul>	 
205-3 Confirmed incidents of corruption and actions taken	205-3-a Total number and nature of confirmed incidents of corruption.	We do not publicly disclose this information.	
	205-3-b Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – anti-corruption programme, pg 76 – Dismissals for reasons relating to unethical behaviour</li> </ul>	
	205-3-c Total number of confirmed incidents when contracts with business partners were terminated or not renewed	We do not publicly disclose this information.	

Section	Question	Answer	Reference
	due to violations relations to corruption.		
	205-3-d Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.	We do not publicly disclose this information.	

## GRI 206: Anti-competitive Behaviour

Section	Question	Answer	Reference
Disclosure 206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	206-1-a Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant.	We do not publicly disclose this information.	
	206-1-b Main outcomes of completed legal actions, including any decisions or judgements.	We do not publicly disclose this information.	


## GRI 207: Tax







Section	Question	Answer	Reference
Disclosure 207-1 Approach to tax	207-1-a A description of the approach to tax, including: <ul style="list-style-type: none"> <li>i. whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available;</li> <li>ii. the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review;</li> <li>iii. the approach to regulatory compliance;</li> <li>iv. how the approach to tax is linked to the business and sustainable development</li> </ul>	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Group financial review, pg 82-89</li> <li>• Audit Committee report, pg 145-150</li> </ul>	









Section	Question	Answer	Reference
	strategies of the organisation.		
Disclosure 207-2 Tax governance, control, and risk management	207-2-a i. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organisation accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organisation; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated.	This information is included within our 2022 Annual Report: • Group financial review, pg 82-89 • Audit Committee report, pg 145-150	
	207-2-b A description of the mechanisms to raise concerns about the organisation's business conduct and the organisation's integrity in relation to tax.	This information is included within our 2022 Annual Report: • Sustainability – Anti-corruption programme, pg 75 • Sustainability – Employee ethics programme, pg 76  Further information can be found on our website: • <a href="#">Ethics and anti-corruption webpage</a>	 
	207-2-c A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).	This information is included within our 2022 Annual Report: • Audit Committee report, pg 145-150 • Independent Auditor's report, pg 211-218	
Disclosure 207-3 Stakeholder engagement and management of concerns related to tax	207-3-a A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities;	This information is included within our 2022 Annual Report: • Financial review – Tax strategy, pg 89	







Section	Question	Answer	Reference
	<ul style="list-style-type: none"> <li>ii. the approach to public policy advocacy on tax;</li> <li>iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders</li> </ul>		
Disclosure 207-4 Country-by-country reporting	207-4-a All tax jurisdictions where the entities included in the organisation's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.	We do not publicly disclose this information.	
	207-4-b For each tax jurisdiction reported in Disclosure 207-4-a: <ul style="list-style-type: none"> <li>i. Names of the resident entities;</li> <li>ii. Primary activities of the organisation;</li> <li>iii. Number of employees, and the basis of calculation of this number;</li> <li>iv. Revenues from third-party sales;</li> <li>v. Revenues from intra-group transactions with other tax jurisdictions;</li> <li>vi. Profit/loss before tax;</li> <li>vii. Tangible assets other than cash and cash equivalents;</li> <li>viii. Corporate income tax paid on a cash basis;</li> <li>ix. Corporate income tax accrued on profit/loss;</li> <li>x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.</li> </ul>	We do not publicly disclose this information.	
	207-4-c The time period covered by the information reported in Disclosure 207-4.	N/A	

## GRI 302: Energy

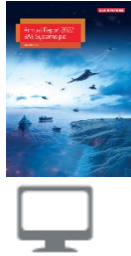
Section	Question	Answer	Reference
Disclosure 302-1 Energy consumption within the organisation	302-1-a Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.	<p>This information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Accounting Standards Board (SASB) disclosure</a></li> </ul> <p>Further information (in kWh) is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information is included on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	 
	302-1-b Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used.	<p>This information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Accounting Standards Board (SASB) disclosure</a></li> </ul> <p>Further information (in kWh) is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information is included on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	 
	302-1-c In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Accounting Standards Board (SASB) disclosure</a></li> </ul>	 

Section	Question	Answer	Reference
		<ul style="list-style-type: none"> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	
	302-1-d In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold	We do not publicly disclose this information.	
	302-1-e Total energy consumption within the organisation, in joules or multiples.	<p>This information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Sustainability Accounting Standards Board (SASB) disclosure</a></li> </ul> <p>Further information (in Kwh) is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	 
	302-1-f Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information can be found within the 2022 annual report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	302-1-g Source of the conversion factors used.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
Disclosure 302-2 Energy consumption outside of the organisation	302-2-a Energy consumption outside of the organisation, in joules or multiples.	We do not publicly disclose this information.	

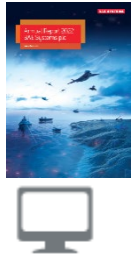
Section	Question	Answer	Reference
	302-2-b Standards, methodologies, assumptions, and/or calculation tools used.	N/A	
	302-2-c Source of the conversion factors used.	N/A	
Disclosure 302-3 Energy intensity	302-3-a Energy intensity ratio for the organisation.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	302-3-b Organisation-specific metric (the denominator) chosen to calculate the ratio.	<p>This information is included within our 2022 Annual Report:</p> <p>Sustainability – Addressing climate risks, pg 52-53</p> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
	302-3-c Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	<p>This information is included within our 2022 Annual Report:</p> <p>Sustainability – Addressing climate risks, pg 52-53</p> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
	302-3-d Whether the ratio uses energy consumption within the organisation, outside of it, or both.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> </ul>	 

Section	Question	Answer	Reference
Disclosure 302-4 Reduction of energy consumption	302-4-a Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	<ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> </ul> <p>We are not currently able to calculate the tCO<sub>2</sub>e reductions achieved as a direct result of conservation and efficiency. Information on reductions and initiatives can be found within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">UK Carbon Reduction Plan PPN06/21</a></li> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
	302-4-b Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.	<p>We are not currently able to calculate the tCO<sub>2</sub>e reductions achieved or the energy included within those reductions. Information on reductions can be found within our 2021 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate change and the environment, pg 45-47</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">UK Carbon Reduction Plan PPN06/21</a></li> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
	302-4-c Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	<p>This information is included within our <a href="#">UK Carbon Reduction Plan PPN06/21</a></p> <p>Further information can be found within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	 





Section	Question	Answer	Reference
		<ul style="list-style-type: none"> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	
	302-4-d Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> <li>• <a href="#">Carbon Disclosure Project (CDP)</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	
Disclosure 302-5 Reductions in energy requirements of products and services	302-5-a Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	<p>Information regarding the decarbonisation of our products and services is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Ideas, innovation and technology, pg 54-56</li> </ul> <p>We do not publicly disclose this data.</p>	
	302-5-b Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	N/A	
	302-5-c Standards, methodologies, assumptions, and/or calculation tools used.	N/A	

## GRI 303: Water and Effluents



Section	Question	Answer	Reference
Disclosure 303-1 Interactions with water as a shared resource	303-1-a A description of how the organisation interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organisation has caused or contributed to, or that are directly linked to its operations, products,	<p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> </ul> <p>Further information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-53</li> </ul>	




Section	Question	Answer	Reference
	or services by its business relationships (e.g., impacts caused by runoff).	Further information can be found within: <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	
	303-1-b A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.	Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-53</li> </ul> Further information can be found within: <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	303-1-c A description of how water-related impacts are addressed, including how the organisation works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> Further information can be found within: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">CDP Water</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	303-1-d An explanation of the process for setting any water-related goals and targets that are part of the organisation’s approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.	Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-53</li> </ul> Further information can be found within: <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
Disclosure 303-2 Management of water discharge-related impacts	303-2-a A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: <ol style="list-style-type: none"> <li>how standards for facilities operating in</li> </ol>	Information (although not to the level of granularity sought) is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-53</li> </ul> Further information can be found within:	 






Section	Question	Answer	Reference
	<p>locations with no local discharge requirements were determined;</p> <p>ii. any internally developed water quality standards or guidelines;</p> <p>iii. any sector-specific standards considered;</p> <p>iv. whether the profile of the receiving waterbody was considered.</p>	<ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	
<p>Disclosure 303-3 Water withdrawal</p>	<p>303-3-a Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Produced water;</p> <p>v. Third-party water.</p>	<p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> </ul> <p>Further information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Climate change and the environment, pg 53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	<p>303-3-b Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <p>i. Surface water;</p> <p>ii. Groundwater;</p> <p>iii. Seawater;</p> <p>iv. Produced water;</p> <p>v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.</p>	<p>We do not report data to this level of granularity.</p> <p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> </ul> <p>Further information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	<p>303-3-c A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:</p> <p>i. Freshwater (<math>\leq 1,000</math> mg/L Total Dissolved Solids);</p>	<p>We do not report data to this level of granularity.</p> <p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> </ul> <p>Further information is included within our 2022 Annual Report:</p>	 





Section	Question	Answer	Reference
	ii. Other water (>1,000 mg/L Total Dissolved Solids).	<ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	
	303-3-d Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	<p>We do not report data to this level of granularity.</p> <p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP Water</a></li> </ul> <p>Further information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 53</li> </ul> <p>Further information can be found within:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 

## GRI 304: Biodiversity

Section	Question	Answer	Reference
Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1-a For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organisation; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;	<p>We do not report this data in this level of granularity.</p> <p>Information on biodiversity is discussed within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 

Section	Question	Answer	Reference
	iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km <sup>2</sup> (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).		
Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	304-2-a Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).	Information on biodiversity is discussed within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul> Examples of habitat restoration can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Bishopton</a></li> <li>• <a href="#">Dargavel Village</a></li> <li>• <a href="#">Oyster beds restoration</a></li> </ul>	 
	304-2-b Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted;	Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul>	

Section	Question	Answer	Reference
	iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul> Examples of habitat restoration can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Bishopton</a></li> <li>• <a href="#">Dargavel Village</a></li> <li>• <a href="#">Oyster beds restoration</a></li> </ul>	
Disclosure 304-3 Habitats protected or restored	304-3-a Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.	We do not report data to this level of granularity.  Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul> Examples of habitat restoration can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Bishopton</a></li> <li>• <a href="#">Dargavel Village</a></li> <li>• <a href="#">Oyster beds restoration</a></li> </ul>	 
	304-3-b Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organisation has overseen and implemented restoration or protection measures.	Examples of habitat restoration can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Bishopton</a></li> <li>• <a href="#">Dargavel Village</a></li> <li>• <a href="#">Oyster beds restoration</a></li> <li>• <a href="#">BAE Systems and Keep Scotland Beautiful</a></li> </ul> Further information on biodiversity is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul>	 





Section	Question	Answer	Reference
	<p>304-3-c</p> <p>Status of each area based on its condition at the close of the reporting period.</p>	<p>We do not publicly disclose the status of each area based on its condition.</p> <p>Information on biodiversity is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul> <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Bishopton</a></li> <li>• <a href="#">Dargavel Village</a></li> <li>• <a href="#">Oyster beds restoration</a></li> </ul>	 
	<p>304-3-d</p> <p>Standards, methodologies, and assumptions used.</p>	<p>We do not publicly disclose the standards, methodologies and assumptions used.</p> <p>Information on biodiversity is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 40-43</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul> <p>Examples of habitat restoration can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Bishopton</a></li> <li>• <a href="#">Dargavel Village</a></li> <li>• <a href="#">Oyster beds restoration</a></li> </ul>	 
<p>Disclosure 304-4</p> <p>IUCN Red List species and national conservation list species with habitats in areas affected by operations</p>	<p>304-4-a</p> <p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk:</p>	<p>We do not publicly disclose this information.</p>	





Section	Question	Answer	Reference
	i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern		

## GRI 305: Emissions









Section	Question	Answer	Reference
Disclosure 305-1 Direct (Scope 1) GHG emissions	305-1-a Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks,</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
	305-1-b Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 53 – see Methodology (refrigerant gases have been excluded)</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-1-c Biogenic CO2 emissions in metric tons of CO2 equivalent.	This information is discussed within: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a>, see C6.7</li> </ul> This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	
	305-1-d Base year for the calculation, if applicable, including: <ol style="list-style-type: none"> <li>the rationale for choosing it;</li> </ol>	This information is discussed within: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	











Section	Question	Answer	Reference
	<p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	
	<p>305-1-e</p> <p>Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	<p>305-1-f</p> <p>Consolidation approach for emissions; whether equity share, financial control, or operational control.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	<p>305-1-g</p> <p>Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
<p>Disclosure 305-2</p> <p>Energy indirect (Scope 2) GHG emissions</p>	<p>305-2-a</p> <p>Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 53-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 

Section	Question	Answer	Reference
	<p>305-2-b If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	<p>305-2c If available, the gases included in the calculation; whether CO , CH , N O, HFCs, PFCs, SF , NF , or all.</p>	<p>Information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pf 53 – see Methodology (refrigerant gases have been excluded)</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	<p>305-2-d Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p>	<p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul> <p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• 2022 Annual Report, Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	<p>305-2-e Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>Information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	<p>305-2-f Consolidation approach for emissions; whether equity share, financial control, or operational control.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul>	

Section	Question	Answer	Reference
		<p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	
	305-2-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	305-3-a Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-3-b If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.	<p>This is not currently reported for Scope 3.</p> <p>Information on Scope 3 GHG emissions is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-3-c Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 



Section	Question	Answer	Reference
	305-3-d Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-3-e Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	<p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul> <p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-3-f Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	<p>Information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-3-g Standards, methodologies, assumptions, and/or calculation tools used.	<p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul> <p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">GHG emissions webpage</a></li> </ul>	 
Disclosure 305-4 GHG emissions intensity	305-4-a GHG emissions intensity ratio for the organisation.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul>	

Section	Question	Answer	Reference
		<p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	
	305-4-b Organisation-specific metric (the denominator) chosen to calculate the ratio.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	 
	305-4-c Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul>	 
	305-4-d Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53 - see Methodology (refrigerant gases have been excluded)</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
Disclosure 305-5 Reduction of GHG emissions	305-5-a GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	<p>Information is included within:</p> <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> </ul> <p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">UK Carbon Reduction Plan PPN06/21</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 

Section	Question	Answer	Reference
	305-5-b Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.	Information is not reported to this level of granularity.  Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53 - See Methodology (refrigerant gases have been excluded)</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-5-c Base year or baseline, including the rationale for choosing it.	For information on base years for GHG emissions see 305-1-d (Scope 1); 305-2-d (Scope 2); and 305-3-e (Scope 3) above.	
	305-5-d Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
	305-5-e Standards, methodologies, assumptions, and/or calculation tools used.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">CDP</a></li> <li>• <a href="#">GHG emissions webpage</a></li> <li>• <a href="#">Basis of reporting</a></li> </ul>	 
Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	305-6-a Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	We do not publicly disclose this information.	
	305-6-b Substances included in the calculation.	We do not publicly disclose this information.	





Section	Question	Answer	Reference
	305-6-c Source of the emission factors used.	We do not publicly disclose this information.	
	305-6-d Standards, methodologies, assumptions, and/or calculation tools used.	We do not publicly disclose this information.	
Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7-a Significant air emissions, in kilograms or multiples, for each of the following: i. NOx ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	We do not publicly disclose this information.	
	305-7-b Source of the emission factors used.	We do not publicly disclose this information.	
	305-7-c Standards, methodologies, assumptions, and/or calculation tools used.	We do not publicly disclose this information.	







## GRI 306: Waste

Section	Question	Answer	Reference
Disclosure 306-1 Waste generation and significant waste-related impacts	306-1-a For the organisation's significant actual and potential waste-related impacts a description of: i. The inputs, activities and outputs that lead to these impacts; ii. Whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain.	Information is included within our 2022 Annual Report: • Sustainability – Addressing climate risks, pg 42 and 52  Further information can be found within the below: • <a href="#">Electricity consumption, waste, water and biodiversity webpage</a>	 

Section	Question	Answer	Reference
Disclosure 306-2 Management of significant waste-related impacts	306-2-a Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	We do not publicly disclose this information.	
	306-2-b If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	We do not publicly disclose this information.	
	306-2-c The processes used to collect and monitor waste-related data.	We do not publicly disclose this information.	
Disclosure 306-3 Waste generated	306-3-a Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	306-3-b Contextual information necessary to understand the data and how the data has been compiled.	We do not publicly report information to this level of granularity.  Information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
Disclosure 306-4	306-4-a	We do not publicly disclose this information.	



Section	Question	Answer	Reference
Waste diverted from disposal	Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.		
	306-4-b Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	<p>We do not publicly report information to this level of granularity.</p> <p>The total combined weight of recycled hazardous, non-hazardous and construction waste is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>The same information can also be found here:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	306-4-c Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	<p>We do not publicly report information to this level of granularity.</p> <p>The total combined weight of recycled hazardous, non-hazardous and construction waste is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>The same information can also be found here:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	306-4-d For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. Onsite; ii. Offsite.	We do not publicly disclose this information.	

Section	Question	Answer	Reference
	306-4-e Contextual information necessary to understand the data and how the data has been compiled.	We do not publicly disclose this information.	
Disclosure 306-5 Waste directed to disposal	306-5-a Total weight of waste directed to disposal in metric tons, and breakdown of this total by composition of the waste.	<p>We do not publicly report information to this level of granularity.</p> <p>Information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	306-5-b Total weight of hazardous waste directed to disposal in metric tones, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.	<p>We do not publicly report information to this level of granularity.</p> <p>Information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	306-5-c Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); Incineration (without energy recovery); Landfilling; iv. Other disposal operations.	<p>We do not publicly report information to this level of granularity.</p> <p>Information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Addressing climate risks, pg 52-53</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Electricity consumption, waste, water and biodiversity webpage</a></li> </ul>	 
	306-5-d For each disposal operation listed in disclosures 306-5-b	We do not publicly disclose this information.	







Section	Question	Answer	Reference
	and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. Onsite; ii. Offsite.		
	306-5-e Contextual information necessary to understand the data and how the data has been compiled.	We do not publicly disclose this information.	

## GRI 308: Supplier Environmental Assessment

Section	Question	Answer	Reference
Disclosure 308-1 New suppliers that were screened using environmental criteria	308-1-a Percentage of new suppliers that were screened using environmental criteria.	This information is included within our 2022 Annual Report: • Sustainability - Responsible supply chain, pg 78  Further information can be found within the below: • <a href="#">Supplier principles</a>	 
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	308-2-a Number of suppliers assessed for environmental impacts.	This information is included within our 2022 Annual Report: • Responsible supply chain, pg 78  Further information can be found within the below: • <a href="#">Supplier principles</a>	 
	308-2b Number of suppliers identified as having significant actual and potential negative environmental impacts.	We do not publicly disclose this information.	
	308-2-c Significant actual and potential negative environmental impacts identified in the supply chain.	We do not publicly disclose this information.	
	308-2-d Percentage of suppliers identified as having significant actual and potential negative	We do not publicly disclose this information.	



Section	Question	Answer	Reference
	environmental impacts with which improvements were agreed upon as a result of assessment.		
	308-2-e Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	We do not publicly disclose this information.	


## GRI 401: Employment







Section	Question	Answer	Reference
Disclosure 401-1 New employee hires and employee turnover	401-1-a Total number and rate of new employee hires during the reporting period, by age group, gender and region.	This information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	
	401-1-b Total number and rate of employee turnover during the reporting period, by age group, gender and region.	This information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	
Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2-a Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ol style="list-style-type: none"> <li>life insurance;</li> <li>health care;</li> <li>disability and invalidity coverage;</li> <li>parental leave;</li> <li>retirement provision;</li> <li>stock ownership;</li> </ol>	We do not differentiate between full-time and temporary employees.  Further information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Creating opportunity for people and communities, pg 60-67</li> </ul>	 
	401-2-b The definition used for 'significant locations of operation'.	We define our principal markets as our significant operating locations.  Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Where we operate</a></li> </ul>	 

Section	Question	Answer	Reference
Disclosure 401-3 Parental leave	401-3-a Total number of employees that were entitled to parental leave, by gender.	We do not publicly disclose this information.	
	401-2-b Total number of employees that took parental leave, by gender.	We do not publicly disclose this information.	
	401-2-c Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	We do not publicly disclose this information.	
	401-2-d Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	We do not publicly disclose this information.	
	401-2-e Return to work and retention rates of employees that took parental leave, by gender.	We do not publicly disclose this information.	

## GRI 403: Occupational Health and Safety





Section	Question	Answer	Reference
Disclosure 403-1 Occupational health and safety management system	403-1-a A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	This information is included within our 2022 Annual Report: • Sustainability – Safety, health & wellbeing, pg 72-73  Further information can be found within the below: • <a href="#">Policy summaries, Health and safety policy</a>	 







Section	Question	Answer	Reference
	<p>403-1-b</p> <p>A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries, Health and safety policy</a></li> </ul>	 
<p>Disclosure 403-2</p> <p>Hazard identification, risk assessment, and incident investigation</p>	<p>403-2-a</p> <p>A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organisation ensures the quality of these processes, including the competency of persons who carry them out;</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries, Health and safety policy</a></li> </ul>	 
	<p>403-2-b</p> <p>A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries, Health and safety policy</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Human Rights Statement 2023</a></li> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> </ul>	 
	<p>403-2-c</p> <p>A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul>	









Section	Question	Answer	Reference
	ill health, and an explanation of how workers are protected against reprisals.	Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Policy summaries, Health and safety policy</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Human Rights Statement 2023</a></li> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> </ul>	
	403-2-d A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul>	
Disclosure 403-3 Occupational health services	403-3-a A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organisation ensures the quality of these services and facilitates workers' access to them.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> <li>• Environmental, Social and Governance Committee report, pg 154</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	 
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	403-4-a A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> <li>• Environmental, Social and Governance Committee report, pg 134-137/154</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	 


Section	Question	Answer	Reference
	403-4-b Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> <li>• Environmental, Social and Governance Committee report, pg 134-137</li> </ul> Further information can be found on our website: <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	 
Disclosure 403-5 Worker training on occupational health and safety	403-5-a A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Code of Conduct</a>, pg 18-19</li> </ul>	 
Disclosure 403-6 Promotion of worker health	403-6-a An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Code of Conduct</a>, pg 18-19</li> </ul>	 
	403-6-b A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programs.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> Further information can be found within the below: <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> <li>• <a href="#">Code of Conduct</a>, pg 18-19</li> </ul>	 



Section	Question	Answer	Reference
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7-a A description of the organisation’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	 
Disclosure 403-8 Workers covered by an occupational health and safety management system	403-8-a If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system; i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	 
	403-8-b Whether and, if so, why any workers have been excluded from this disclosure,	No exclusions.	




Section	Question	Answer	Reference
	including the types of worker excluded.		
	403-8-c Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Safety and wellbeing webpage</a></li> </ul>	 
Disclosure 403-9 Work-related injuries	403-9-a For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	 
	403-9-b For all workers who are not employees but whose work and/or workplace is controlled by the organisation: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	We do not differentiate between employees and contractors.  This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	 

Section	Question	Answer	Reference
	403-9-c The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	This information is included within our 2022 Annual Report: • Sustainability – Safety, health & wellbeing, pg 72-73  Further information can be found within the below: • <a href="#">ESG Performance Data</a> • <a href="#">Safety and wellbeing webpage</a>	 
	403-9-d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	This information is included within our 2022 Annual Report: • Sustainability – Safety, health & wellbeing, pg 72-73	
	403-9-e Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	This information can be found within the below: • <a href="#">ESG Performance Data</a>	
	403-9-f Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	No exclusions. This information is included within our 2022 Annual Report: • Sustainability – Safety, health & wellbeing, pg 74	
	403-9-g Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	This information is included within our 2022 Annual Report: • Sustainability – Safety, health & wellbeing, pg 74	
Disclosure 403-10 Work-related ill health	403-10-a For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	This information is included within our 2022 Annual Report: • Sustainability – Safety, health & wellbeing, pg 72-73  Further information can be found within the below: • <a href="#">ESG Performance Data</a>	 
	403-10-b	We do not distinguish between employees and	



Section	Question	Answer	Reference
	<p>For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>i. The number of fatalities as a result of work-related ill health;</p> <p>ii. The number of cases of recordable work-related ill health;</p> <p>iii. The main types of work-related ill health.</p>	<p>contractors, as contractors are normally hired on a long-term basis. They are given the same training as permanent employees and are critical to contract delivery; we therefore count them as employees.</p>	
	<p>403-10-c</p> <p>The work-related hazards that pose a risk of ill health, including:</p> <p>i. how these hazards have been determined; which of these hazards have caused or contributed to cases of ill health during the reporting period;</p> <p>ii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p>	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 72-73</li> </ul>	 
	<p>403-10-d</p> <p>Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>No exclusions. This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Safety, health &amp; wellbeing, pg 74</li> </ul>	 
	<p>403-10-e</p> <p>Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>This information is included within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">Basis of reporting</a></li> </ul>	



## GRI 404: Training and Education

Section	Question	Answer	Reference
<p>Disclosure 404-1</p> <p>Average hours of training per year per employee</p>	<p>404-1-a</p> <p>Average hours of training that the organisation's employees have undertaken</p>	<p>This information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">ESG Performance Data</a></li> </ul>	

Section	Question	Answer	Reference
	during the reporting period, by: i. gender; ii. employee category.		
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	404-2-a Type and scope of programs implemented and assistance provided to upgrade employee skills.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Creating opportunity for people and communities, pg 60-67</li> </ul>	
	404-2-b Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Creating opportunity for people and communities, pg 60-67</li> </ul>	
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	404-3-a Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Diversity, equity &amp; inclusion, pg 73-74</li> </ul>	

## GRI 405: Diversity and Equal Opportunity

Section	Question	Answer	Reference
Disclosure 405-1 Diversity of governance bodies and employees	405-1-a Percentage of individuals within the organisation's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	This information is included within our 2022 Annual Report: <ul style="list-style-type: none"> <li>• Sustainability – Gender diversity, pg 74</li> <li>• Sustainability – Age diversity, pg 74</li> <li>• Board and Executive Committee diversity information, pg 139</li> <li>• Nominations Committee report – Board Diversity and Inclusion Policy, pg 142</li> </ul> <p>Further information can be found on our website and Investor Relations website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Diversity and inclusion webpage</a></li> <li>• <a href="#">The Board</a></li> <li>• <a href="#">Board Charter</a></li> </ul>	 


Section	Question	Answer	Reference
		<ul style="list-style-type: none"> <li>• <a href="#">Board Diversity &amp; Inclusion Policy</a></li> </ul>	
	405-1-b Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Gender diversity, pg 74</li> <li>Sustainability – Age diversity, pg 74</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Diversity and inclusion webpage</a></li> </ul>	 
Disclosure 405-2 Ratio of basic salary and remuneration of women to men	405-2-a Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	<p>This information can be found within the below:</p> <ul style="list-style-type: none"> <li>• UK <a href="#">Gender Pay Gap Report</a></li> <li>•</li> </ul>	
	405-2-b The definition used for 'significant locations of operation'.	<p>We define our principal markets as our significant operating locations.</p> <p>This information can be found in our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Our markets p20-23</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Where we operate</a></li> </ul>	 

## GRI 406: Non-discrimination


Section	Question	Answer	Reference
Disclosure 406-1 Incidents of discrimination and corrective actions taken	406-1-a Total number of incidents of discrimination during the reporting period.	We do not publicly disclose this information.	
	406-2-b Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organisation; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed	We do not publicly disclose this information.	



Section	Question	Answer	Reference
	through routine internal management review processes; iv. Incident no longer subject to action.		

## GRI 407: Freedom of Association and Collective Bargaining



Section	Question	Answer	Reference
Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1-a Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	We do not publicly disclose this information.	
	407-1-b Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	This information is included within our 2021 Annual Report: • Sustainability – Supporting our employees, pg 63-64	

## GRI 413: Local Communities



Section	Question	Answer	Reference
Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	413-1-a Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental	This information is included within our 2021 Annual Report: • Sustainability – Supporting our communities, pg 64-67  Further information can be found on our website: • <a href="#">Group Community Investment webpage</a> • <a href="#">BAE Systems, Inc. Community Investment webpage</a>	

Section	Question	Answer	Reference
	<p>and social impact assessments;</p> <p>iv. local community development programs based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p>		
	<p>413-1-b</p> <p>Operations with significant actual and potential negative impacts on local communities, including:</p> <p>i. the location of the operations;</p> <p>ii. the significant actual and potential negative impacts of operations.</p>	<p>This information can be found within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability, pg 38-79</li> </ul> <p>Further information can be found on our website:</p> <ul style="list-style-type: none"> <li>• <a href="#">Climate and environmental risk management</a></li> </ul>	 



## GRI 414: Supplier Social Assessment

Section	Question	Answer	Reference
<p>Disclosure 414-1</p> <p>New suppliers that were screened using social criteria</p>	<p>414-1-a</p> <p>Percentage of new suppliers that were screened using social criteria.</p>	<p>This information can be found within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Responsible supply chain, pg 78</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Responsible supply chain webpage</a></li> </ul>	 



Section	Question	Answer	Reference
Disclosure 414-2 Negative social impacts in the supply chain and actions taken	414-2-a Number of suppliers assessed for social impacts.	<p>This information can be found within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Responsible supply chain, pg 78</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Responsible supply chain webpage</a></li> </ul>	 
	414-2-b Number of suppliers identified as having significant actual and potential negative social impacts.	<p>This information can be found within our 2021 Annual Report:</p> <ul style="list-style-type: none"> <li>• Sustainability – Responsible supply chain, pg 78</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li>• <a href="#">UK Modern Slavery Act Response 2023</a></li> <li>• <a href="#">Supplier principles</a></li> <li>• <a href="#">Responsible supply chain webpage</a></li> </ul>	 
	414-2-c Significant actual and potential negative social impacts identified in the supply chain.	We do not publicly disclose this information.	
	414-2-d Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	We do not publicly disclose this information.	
	414-2-e Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	We do not publicly disclose this information.	

## GRI 415: Public Policy

Section	Question	Answer	Reference
Disclosure 415-1 Political contributions	415-1-a Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary.	<p>This information is included within our 2022 Annual Report:</p> <ul style="list-style-type: none"> <li>Statutory and other information, pg 206-208</li> </ul> <p>Further information can be found within the below:</p> <ul style="list-style-type: none"> <li><a href="#">Lobbying, Political Donations and other Political Activity policy summary and lobbying factsheet</a></li> <li><a href="#">Code of Conduct</a></li> </ul>	 
	415-1-b If applicable, how the monetary value of in-kind contributions was estimated.	N/A	

## GRI 416: Customer Health and Safety

Section	Question	Answer	Reference
Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	416-1-a Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	We do not publicly disclose this information.	
Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2-a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: <ul style="list-style-type: none"> <li>i. incidents of non-compliance with regulations resulting in a fine or penalty;</li> <li>ii. incidents of non-compliance with regulations resulting in a warning;</li> <li>iii. incidents of non-compliance with voluntary codes.</li> </ul>	We do not publicly disclose this information.	
	416-2-b	We do not publicly disclose this information.	

Section	Question	Answer	Reference
	If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.		

## GRI 417: Marketing and Labelling

Section	Question	Answer	Reference
Disclosure 417-1 Requirements for product and service information and labelling	417-1-a Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain).	We do not publicly disclose this information.	
	417-1-b Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	We do not publicly disclose this information.	
Disclosure 417-2 Incidents of non-compliance concerning product and service information and labelling	417-2-a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty;	We do not publicly disclose this information.	

Section	Question	Answer	Reference
	<ul style="list-style-type: none"> <li>ii. incidents of non-compliance with regulations resulting in a warning;</li> <li>iii. incidents of non-compliance with voluntary codes.</li> </ul>		
	<p>417-2-b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	We do not publicly disclose this information.	
Disclosure 417-3 Incidents of non-compliance concerning marketing communications	<p>417-3-a Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:</p> <ul style="list-style-type: none"> <li>i. incidents of non-compliance with regulations resulting in a fine or penalty;</li> <li>ii. incidents of non-compliance with regulations resulting in a warning;</li> <li>iii. incidents of non-compliance with voluntary codes.</li> </ul>	We do not publicly disclose this information.	
	<p>417-3-b If the organisation has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.</p>	We do not publicly disclose this information.	

## GRI 418: Customer Privacy

Section	Question	Answer	Reference
Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>418-1-a Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none"> <li>i. complaints received from outside parties and</li> </ul>	We do not publicly disclose this information.	

Section	Question	Answer	Reference
	substantiated by the organisation; ii. complaints from regulatory bodies.		
	418-1-b Total number of identified leaks, thefts, or losses of customer data.	We do not publicly disclose this information.	
	418-1-c If the organisation has not identified any substantiated complaints, a brief statement of this fact is sufficient.	We do not publicly disclose this information.	