

Our ESG reporting approach

Reporting transparently on the ESG issues that affect our business, and that our business creates, plays a vital role in delivering our strategy. It helps us to manage ESG risks, take opportunities and promote sustainable development everywhere we live, work, source and sell.

Our ESG reporting suite aims to provide comprehensive and comparable disclosures for a broad range of stakeholders. As well as publishing our integrated Annual Report and ESG Reporting Index each year, we also submit non-financial information to benchmarking and index organisations, including those listed on the Awards and ranking page of our website.

The non-financial reporting space is evolving quickly. We are committed to continually evaluating and improving our approach and to actively tracking emerging ESG regulation, frameworks and good practice.

How we report to our stakeholders – our reporting suite



Annual Report Where we present our most material disclosures and describe how our strategy delivers value for our business and other stakeholders. The performance of non-financial KPIs are integrated into the relevant focus area sections. The document also includes detailed non-financial reporting boundaries and methodologies.



Diageo.com Where, through the 'Society 2030: Spirit of Progress' section, we give more details of our approach and performance, with examples of our strategy in action.



ESG Reporting Index Where we give additional disclosures in line with the GRI Standards and the UNGC advanced reporting criteria index, plus our response to the Sustainability Accounting Standards Board (SASB). This document also includes detailed non-financial reporting boundaries and methodologies.

Who are our stakeholders? Everyone who is affected by our business, and everyone who affects it, is a stakeholder. A detailed description of our stakeholder engagement process is on pages 110-113 of this Annual Report.

Non-financial and sustainability information statement

Focus area	Relevant policies and standards	Read more in this report	Page
Description of Diageo's business model		<ul style="list-style-type: none"> Business model 	24-25
Society 2030: Spirit of Progress¹		<ul style="list-style-type: none"> 'Society 2030: Spirit of Progress' 	57
Promote positive drinking	<ul style="list-style-type: none"> Global Marketing and Digital Marketing Policy⁽¹⁾ Global Employee Alcohol Policy⁽¹⁾ Position papers⁽¹⁾ 	<ul style="list-style-type: none"> Promote positive drinking including performance of the relating metrics 	58-60 32-35
Champion inclusion and diversity Our people and culture	<ul style="list-style-type: none"> Code of Business Conduct⁽¹⁾ Great Britain and Scotland Gender Pay Gap Report 2022 Republic of Ireland Gender Pay Gap Report 2022 Global Human Rights Policy⁽¹⁾ 	<ul style="list-style-type: none"> Champion inclusion and diversity including performance of the relating metrics Our people and culture 	67-70 63-64
Pioneer grain-to-glass sustainability	<ul style="list-style-type: none"> Global Environment Policy⁽¹⁾ Sustainable Agriculture Guidelines⁽¹⁾ Sustainable Packaging Commitments⁽¹⁾ Partnering with Suppliers Standard⁽¹⁾ Deforestation Guidelines 	<ul style="list-style-type: none"> Pioneer grain-to-glass sustainability including managing climate risks and opportunities and performance of the related metrics Our principal risks and risk management 	71-87 88-93
Task Force on Climate-related Financial Disclosures		<ul style="list-style-type: none"> Pioneer grain-to-glass sustainability including managing climate risks and opportunities and performance of the related metrics Our principal risks and risk management 	71-87 88-93
Human rights	<ul style="list-style-type: none"> Global Human Rights Policy⁽¹⁾ Modern Slavery Statement⁽²⁾ Global Brand Promoter Standard⁽¹⁾ 	<ul style="list-style-type: none"> Doing business the right way Our principal risks and risk management 	61-62 88-93
Health and safety Anti-bribery and corruption	<ul style="list-style-type: none"> Global Health, Safety and Wellbeing Policy⁽¹⁾ Code of Business Conduct⁽¹⁾ 	<ul style="list-style-type: none"> Health and Safety Doing business the right way Our principal risks and risk management 	65-66 61-62 88-93

(1) <https://www.diageo.com/en/our-business/corporate-governance/code-of-business-conduct/policies-and-standards>

(2) <https://www.diageo.com/en/esg/doing-business-the-right-way-from-grain-to-glass/modern-slavery-statement>

This Strategic Report, which has been approved by a duly appointed and authorised committee of the Board of Directors, was signed on its behalf by Tom Shropshire, the Company Secretary, on 31 July 2023.