

Our ESG reporting approach

Reporting transparently on the environmental, social and governance (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, seize 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 at the year end, we also submit non-financial information to benchmarking and index organisations throughout the year, including those listed in our ESG Reporting Index.

The non-financial reporting space is evolving quickly. We are committed to continual evaluation and improvement of our approach and to actively tracking emerging ESG 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.



Diageo.com Where, through the 'Society 2030: Spirit of Progress' section, we give further 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 92-94 of this Annual Report.

Non-financial information statement

Focus area	Relevant policies and standards	Read more in this report	Page
Promote positive drinking	<ul style="list-style-type: none"> Marketing and Digital Marketing Policy Employee Alcohol Global Policy Position papers 	<ul style="list-style-type: none"> Promote positive drinking Performing against our 2030 targets 	26-27 35-38
Champion inclusion and diversity	<ul style="list-style-type: none"> Code of Business Conduct 2021 Gender Pay Gap Report Human Rights Global Policy 	<ul style="list-style-type: none"> Champion inclusion and diversity Our people Performing against our 2030 targets 	28-29 18 35-38
Pioneer grain-to-glass sustainability	<ul style="list-style-type: none"> Environmental Global Policy Sustainable Agriculture Guidelines Sustainable Packaging Commitments Partnering with Suppliers Standard Deforestation Guidelines 	<ul style="list-style-type: none"> Pioneer grain-to-glass sustainability Performing against our 2030 targets Responding to climate-related risks 	30-31 35-38 47-56
Human rights	<ul style="list-style-type: none"> Human Rights Global Policy Modern Slavery Statement Global Brand Promoter Standard 	<ul style="list-style-type: none"> Doing business the right way from grain to glass 	39
Health and safety	<ul style="list-style-type: none"> Health, Safety and Wellbeing Global Policy 	<ul style="list-style-type: none"> Doing business the right way from grain to glass 	39-40
Anti-bribery and corruption	<ul style="list-style-type: none"> Code of Business Conduct 	<ul style="list-style-type: none"> Doing business the right way from grain to glass 	40
Our contribution to the UN Sustainable Development Goals		<ul style="list-style-type: none"> Performing against our 2030 targets 	35-38