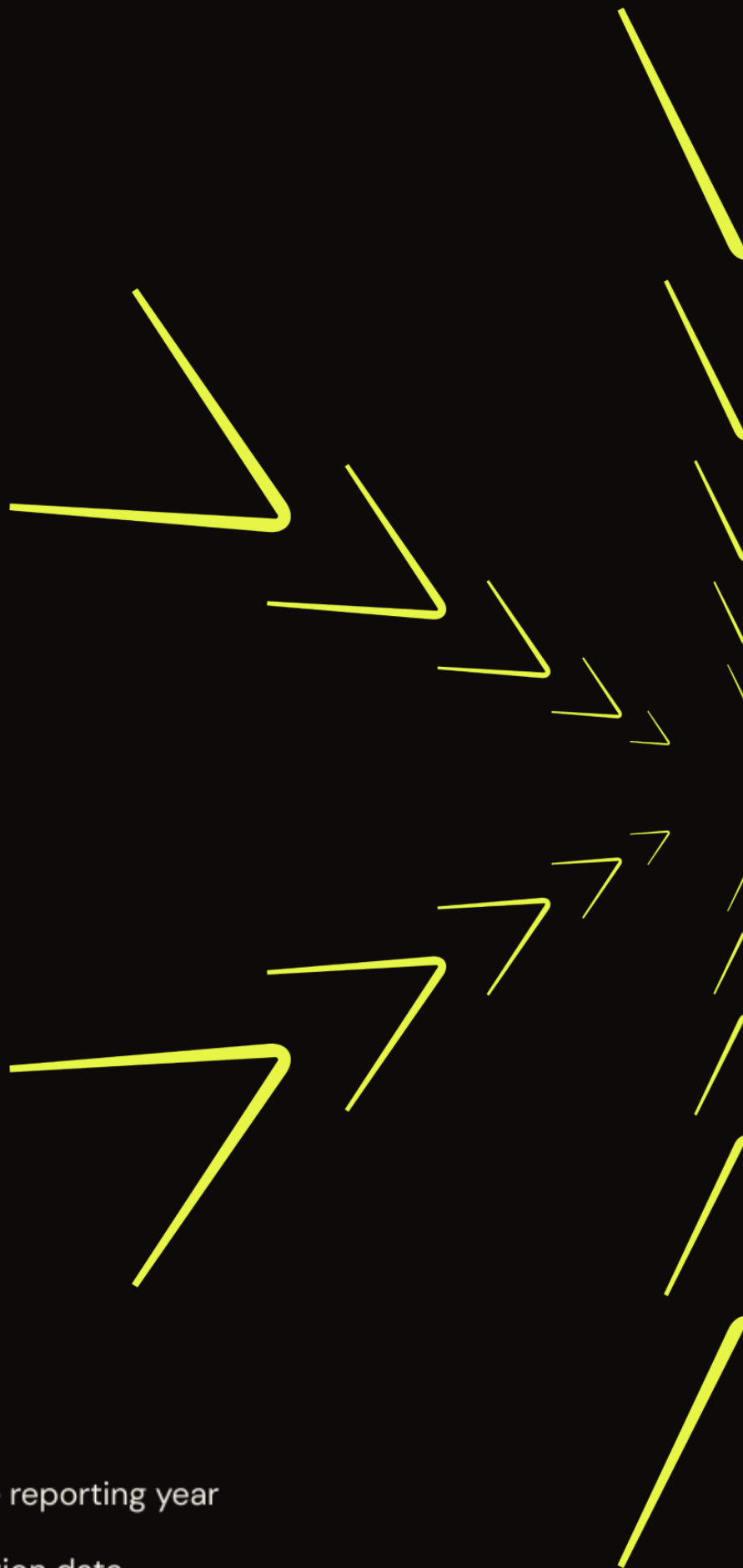


# ESG KPIs

## 2023



Published August 2024  
Statistics based on data from the reporting year  
January – December 2023  
Policies correct as of the publication date.

As part of our ongoing commitment to consider the way we do business and the impact we have on the environment, community and society, we have produced this document to collate our ESG Key Performance Indicators (KPIs). We believe that collating all the information together in this way allows all of our stakeholders to see the progress we're making in this space.

The figures are representative of our measured actions in 2023, and comparisons are made to our 2022 data where available. Unless otherwise stated, the 2023 figures refer to the structure of the business in 2023 prior to the sales of Flywheel and WGSN as part of our strategic review process. Looking ahead, we recognise there will be significant changes in 2024 as a result of the strategic review. These KPIs will continue to be assessed for the continuing business moving forwards.

**A note on Bloomberg Gender Equality Index**

As part of our ongoing commitment to gender equality, we use the Bloomberg Gender Equality Index annually to benchmark our performance in this area. This document notes the outputs of these KPIs, and provides reference to the reporting location for further information. Referenced reports and policies can be found in the References section of the document.

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## Environmental

GHG Emissions (location-based)	Units	2022	2023	More information
Scope 1	tCO <sub>2</sub> e	106.9	129	See SECR report on page 14-16 of the 2023 Sustainability Report.
Scope 2	tCO <sub>2</sub> e	981.3	900	
Total Scope 1 & 2	tCO <sub>2</sub> e	1088.2	1029	
Upstream Scope 3	tCO <sub>2</sub> e	34,020	46,566	
Downstream scope 3	tCO <sub>2</sub> e	0	0	
Total Scope 3	tCO <sub>2</sub> e	34,020	46,566	

Energy (Scope 1 & 2)	Units	2022	2023	More information
Total Energy consumption	Kwh	2,570,406	2,482,271	See SECR report on page 14-16 of the 2023 Sustainability Report.
Of which renewable electricity	Kwh	n/a	350,947	
% renewable energy use	%	n/a	14%	
% non-renewable energy use	%	n/a	86%	

Other Environmental	Units	2022	2023	More information
% of total workforce that received training on environmental issues	%	n/a	22%	This represents our continuing business only.
Purchase of verified carbon offset credits	tCo <sub>2</sub> e	864tCO <sub>2</sub> e	1058tCO <sub>2</sub> e	
% of offices with facilities to recycle paper, plastic and cans	%	n/a	100%	See page 13 of the 2023 Sustainability Report.

## Social

Social	Units	2022	2023	More information
Employee Engagement Score	/10	7.9/10	7.5/10	See page 44 of the 2023 Annual Report.

Training	Units	2022	2023	More information
% of total workforce that completed regular performance or career development reviews	%	n/a	78%	This figure represents our continuing business only.  Training opportunities are provided to employees to support career development. See page 43 of the 2023 Annual Report.
% of workforce who receive career or skill-related training	%	n/a	n/a	A new platform has been launched in 2024 to specifically deliver career and skill-related training. It is accessible to all employees. Statistics on usage will be available in the 2024 reporting cycle.
% of employees completed training on the Code of Conduct	%	100%	100%	See page 22 of the 2023 Sustainability Report.

Leadership	Units	2022	2023	More information
% of women on company Board	%	60%	60%	See page 47 of the Annual Report 2023.
Chairperson is a woman		No	No	See page 84 of the Annual Report 2023.
% of Board committees chaired by women	%	67%	100%	See page 90 of the Annual Report 2023.
CEO is a woman		No	No	See page 84 of the Annual Report 2023.
Woman CFO or equivalent		Yes	Yes	See page 84 of the Annual Report 2023.
% of women Executive Officers	%	37%	25%	'% of women Executive Officers' - Of the total executive team in 2023, the % that were women. See page 47 of the Annual Report 2023.
Chief Diversity Officer		n/a	DEI Board Level Representative - Philip Thomas  DEI Executive level Sponsor - Nancy Parks	Lions have also appointed a Chief Diversity Officer to drive DEI progress within Lions.  See page 53 of the Annual Report 2023.

Diversity	Units	2022	2023	More information
% of women in senior management	%	36%	32%	See page 47 of the Annual Report 2023.
% of women in middle management		Middle management is reported on in two categories - 'leadership' and 'managers'		See page 18 of DEI Report April 2023 for data representing 2022 figures. A new DEI Report will be published later in 2024, reflecting 2023 figures.
% of women in non-managerial positions		Non-managerial positions is reported on in two categories - 'Specialist' and 'Operational'		
% of women in total workforce	%	58%	58%	See page 47 of the Annual Report 2023.
% of women total promotions	%	62%	62%	
% of women IT/Engineering	%	n/a	18%	
% of new hires are women	%	55%	57%	
% of women attrition	%	52%	53%	'% of women attrition' - Of the total number of employees who left the business each year, the % that were women.
Time-bound action plan with targets to increase the representation of women in leadership positions		Yes	Yes	Reported on page 5 of the DEI Report April 2023.
Time-bound action plan with targets to increase the representation of women in the company		The gender distribution of our organisation overall is in line with the demographics of the society we operate in. Where we don't have even gender representation, such as in our senior leadership levels, we will develop internal strategies to increase representation.		

Pay	Units	2022	2023	More information
Global mean (average) raw gender pay gap	%	17%	22%	Reported on page 9 of the Gender Pay Gap Report 2023.
Time-bound action plan to close its gender pay gap		Yes	Yes	Reported on page 15 of the Gender Pay Gap Report 2023.

Inclusive Culture	Units	2022	2023	More information
Number of weeks of fully paid primary parental leave offered		Varies based on employment length		See our <a href="#">Family Friendly Policy</a> .
Number of weeks of fully paid secondary parental leave offered		2 weeks	2 weeks	
Flexible working policy		Yes	Yes	See our <a href="#">Flexible working policy</a> .
Employee resource groups for women		Yes	Yes	See page 46 of the 2023 Annual Report to learn more about EmPower, our women's network group.

## Governance

Governance	Units	2022	2023	More information
Number of reports to whistleblower system		n/a	5	See page 77 of the 2023 Annual Report.
Number of confirmed security incidents		n/a	15 data security issues logged, none of which were regarded as high risk	See page 77 of the 2023 Annual Report.
Number of child labour, forced labour or human trafficking incidents		n/a	0	
% of targeted suppliers that have signed the Supplier Code of Conduct		n/a	100% of suppliers managed by Procurement	
% of total workforce trained on business ethics issues via eLearning		n/a	100%	See page 74 of the 2023 Annual Report.

## References

[Annual Report 2023](#)

[Sustainability Report 2023](#)

[Diversity, Equity & Inclusion Report 2023](#)

[Gender Pay Gap Report 2023](#)

[Family Friendly Policy](#)

[Flexible and Remote Working Policy](#)