

more together

WEF Core
Metrics Index

World Economic Forum

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
IMPACT 2022



World Economic Forum Core Metrics Index

This disclosure index reference outlines alignment of our external reporting for our 2022 reporting period (27th September 2021 - 1st October 2022) with the World Economic Forum's Core Metrics. The 22 core metrics are focused on four themes: people, planet, prosperity, and principles of governance.

People Metrics		
Category	Metric	Response/Comment
Dignity and Equality	Diversity and Inclusion (%)	2022 Impact Report Page 64
Dignity and Equality	Pay Equality	Berry Global Gender Pay Gap (UK)
Dignity and Equality	Wage Level (%)	2022 Impact Report Pages 100-101 2023 Proxy Page 32
Dignity and Equality	Risk for Incidents of Child, Forced or Compulsory Labor	2022 Impact Report Pages 67-68 Global Human Rights Policy
Health and Wellbeing	Health and Safety (%)	2022 Impact Report Pages 56-94
Skills for the Future	Training Provided (#)	2022 Impact Report Pages 60, 95-96
Planet Metrics		
Category	Metric	Response/Comment
Climate Change	Greenhouse Gas (GHG) Emissions	2022 Impact Report Pages 41-42, 91-92
Climate Change	TCFD Implementation	2022 Impact Report Pages 38-42 2022 TCFD Response
Nature Loss	Land Use and Ecological Sensitivity	2022 Impact Report Page 93
Fresh Water Availability	Water Consumption and Withdrawal in Water-Stressed Areas	2022 Impact Report, Pages 47-49, 92-93
Prosperity Metrics		
Category	Metric	Response/Comment
Employment and Wealth Generation	Absolute Number and Rate of Employment	2022 Impact Report Pages 96-97
Employment and Wealth Generation	Economic Contribution	2022 Impact Report Page 5 2022 Form 10-K
Wealth Creation and Employment	Financial Investment Contribution Disclosure	2022 Form 10-K
Innovation in Better Products and Services	Total R&D Expenses (\$)	2022 Form 10-K Page 26

Community and Social Vitality	Community Investment is Included Within the Economic Contribution Metric (part of EVG&D)	2022 Impact Report Page 62
-------------------------------	--	----------------------------

Community and Social Vitality	Total Tax Paid	2022 Form 10-K
-------------------------------	----------------	--------------------------------

Governance Metrics

Category	Metric	Response/Comment
Governing Purpose	Setting Purpose	2022 Impact Report Pages 4-10, 72
Quality of Governing Body	Governance Body Composition	2022 Impact Report Page 100 2023 Proxy
Stakeholder Engagement	Material Issues Impacting Stakeholders	2022 Impact Report Page 11
Ethical Behavior	Anti-Corruption	2022 Impact Report Page 76
Ethical Behavior	Protected Ethics Advice and Reporting Mechanisms	2022 Impact Report Pages 76-77
Risk and Opportunity Oversight	Integrating Risk and Opportunity Into Business Process	2022 Impact Report Page 73 2022 Form 10-K Pages 5-8