

ESG Performance Data Book

World Economic Forum (WEF) Index

For the year ended 31 December 2022



World Economic Forum (WEF) ESG Index 2022

This is our second report against the WEF Measuring Stakeholder Capitalism Towards Common Metrics and Consistent Reporting of Sustainable Value Creation White Paper, released in September 2021. Full details can be found below.



2022 Combined Annual and ESG Report:
bat.com/annualreport



2022 ESG Data Performance Book:
bat.com/sustainabilityreporting



2022 Diversity and Inclusion Report
bat.com/sustainabilityreporting

Principles of Governance

Theme	Reporting requirement & description of metric	Disclosure location	Direct answers, notes and omissions
Governing Purpose	Setting purpose The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Combined Annual and ESG Report 2022 > A Strategy for Accelerated Growth > p.25	
Quality of Governing Body	Governance body composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	Combined Annual and ESG Report 2022 > Board of Directors > p.124-129 Combined Annual and ESG Report 2022 > TCFD Reporting > p.71	
Stakeholder Engagement	Material issues impacting stakeholders A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Combined Annual and ESG Report 2022 > Engaging with Our Stakeholders > p.20-21 Combined Annual and ESG Report 2022 > Double Materiality Assessment > p.46-48	

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Principles of Governance continued			
Theme	Reporting requirement & description of metric	Disclosure location	Direct answers, notes and omissions
Ethical Behaviour	Anti-corruption 1. Total percentage of governance body members, employees and business partners who have received training on the organisation's anti-corruption policies and procedures, broken down by region. a. Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b. Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	Combined Annual and ESG Report 2022 > Ethics and Integrity > p.66-67	
	Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organisational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.	Combined Annual and ESG Report 2022 > Ethics and Integrity > p.66-67	
Risk and Opportunity Oversight	Integrating risk and opportunity into business process Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Combined Annual and ESG Report 2022 > Group Principal Risk > p.116-121	

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Planet			
Theme	Description of Metric/Reporting Requirement	Where to Find This Information in Our Reporting	Direct answers, notes and omissions
Climate Change	Greenhouse gas (GHG) emissions For all relevant GHGs (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Combined Annual and ESG Report 2022 > Assured ESG Metrics Summary Table > p.94 Combined Annual and ESG Report 2022 > TCFD Reporting > p.80 BAT ESG Data Performance 2022 > Targets and Metrics > p.2 > Climate change	
	TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	Combined Annual and ESG Report 2022 > TCFD Reporting > p.70-81	
Nature Loss	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas.	Combined Annual and ESG Report 2022 > Biodiversity and Ecosystems > p.56-57	
Freshwater Availability	Water consumption and withdrawal in water-stressed areas Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	Combined Annual and ESG Report 2022 > p.58-59 BAT ESG Data Performance 2022 > Targets and Metrics > p.4-5 Combined Annual and ESG Report 2022 > Assured ESG Metrics Summary Table > p.94	

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People			
Theme	Description of Metric/Reporting Requirement	Where to Find This Information in Our Reporting	Direct answers, notes and omissions
Dignity and Equality	Diversity and inclusion (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).	Combined Annual and ESG Report 2022 > People, Diversity and Culture > p.87	
	Pay equality (%) Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	BAT Gender and Ethnicity Reporting 2022 > Our Pay Equality Reporting > p.12-16	
	Wage level (%) Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	Combined Annual and ESG Report 2022 > Chief Executive Pay Ratio > p.171	We currently do not report against this metric. in the format required by this Index. However, our CEO Pay Ratio Disclosure provides an analysis against our UK workforce.
	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	Combined Annual and ESG Report 2022 > Human Rights > p.61	
Health and Wellbeing	Health and safety (%) The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	Combined Annual and ESG Report 2022 > Health and Safety > p.92-93	
		Combined Annual and ESG Report 2022 > ESG 2022 Assured Metrics > p.94	

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People continued			
Theme	Reporting requirement & description of metric	Disclosure location	Direct answers, notes and omissions
Skills for the Future	Training provided (#, \$) Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).	Combined Annual and ESG Report 2022 > People, Diversity and Culture > p.84-85	We report the average training expenditure per employee. We currently do not report against the metric for total number of hours of training provided.

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Prosperity			
Theme	Description of Metric/Reporting Requirement	Where to Find This Information in Our Reporting	Direct answers, notes and omissions
Employment and Wealth Generation	Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Employee turnover > Combined Annual and ESG Report 2022 > People, Diversity and Culture > p.89 Employee numbers by gender, diversity and region ESG Performance Data Book > p. 12-13	We currently do not report against this metric in the format required by this index. Information on turnover and employee numbers by gender, diversity and region can be found in the Combined Annual and ESG Report 2022 > People, Diversity and Culture > p.89 and in the ESG Performance Data Book > p. 12-13
	Economic contribution 1. Direct economic value generated and distributed, on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.	Combined Annual and ESG Report 2022 > Our Year in Numbers > p.7 Combined Annual and ESG Report 2022 > Group Income Statement > p.196	
	Financial investment contribution 1. Total capital expenditures minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Combined Annual and ESG Report 2022 > Group Balance Sheet > p.201-202	
Innovation of Better Products and Services	Total R&D expenses (\$) Total costs related to research and development.	Combined Annual and ESG Report 2022 > Notes on Accounts > p.213-214 Combined Annual and ESG Report 2022 > Financial Performance Summary > p.100	
Community and Social Vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Combined Annual and ESG Report 2022 > Group Income Statement > p.196	

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