



CARLSBERG MARSTON'S  
BREWING COMPANY

Carlsberg



# 2022

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
REPORT



# INTRODUCTION

**WELCOME TO CARLSBERG MARSTON'S BREWING COMPANY'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT FOR 2022.**

Hear from Carlsberg Group's CEO and CMBC's CEO our key progress and achievements in 2022. **Page 3**

Find out how our Together Towards ZERO & Beyond ESG programme supports our business, society and the planet. **Page 6**

Learn about the progress we are making by working together with our people and partners across our 11 focus areas. **Page 9**

 **Zero**  
Carbon Footprint


 **Zero**  
Water Waste

 **Zero**  
Farming Footprint


 **Zero**  
Irresponsible Drinking


 **Zero**  
Packaging Waste

 **Zero**  
Accident Culture

 Promoting Diversity,  
Equity and Inclusion

 Sourcing Responsibly

 Living By Our Compass

 Engaging Communities

 Respecting Human Rights

Review the data summary for our Together Towards ZERO & Beyond focus areas. **Page 22**

## ABOUT THIS REPORT

As a responsible business, we are committed to transparent reporting. Each year, we publish a UK report (for CMBC now and previously as Carlsberg UK) which follows the release of Carlsberg Group's ESG Report. It is our belief that our goals and progress should be made public in this way so we can be held accountable for the actions we are taking to tackle global challenges, reduce our impact on the planet, and support the communities in which we operate.

This report describes our approach to and performance on our most material ESG issues for the financial year 1 January to 31 December 2022. The brewery sites included in this report reflect the seven sites in operation during 2022: Banks's Brewery, Carlsberg's Northampton Brewery, Eagle Brewery, Jennings Brewery, Marston's Burton Brewery, Ringwood Brewery and Wychwood Brewery.

### TELL US WHAT YOU THINK

We welcome feedback on our Together Towards ZERO programme, our progress and our sustainability reporting.

Please contact us at [sustainability@carlsberg.com](mailto:sustainability@carlsberg.com)

# A MESSAGE FROM CARLSBERG GROUP'S CEO



**Together Towards ZERO, our ESG programme, set out bold ambitions to tackle four key challenges – ZERO Carbon Footprint, ZERO Water Waste, ZERO Irresponsible Drinking and a ZERO Accidents Culture.**

**“At Carlsberg, we are brewing for a better today and tomorrow”**

**Cees 't Hart, CEO, Carlsberg Group**

**TOGETHER  
TOWARDS**   
**ZERO &  
BEYOND**

Over the last five years, it has delivered significant progress, helping to drive standards within our industry and beyond. On climate, we were among the first three companies in the world to set science-based targets aligned with a 1.5°C scenario. Today, more than 2,000 companies have these in place. Now, we are going further with an enhanced programme that is designed to address all our most material issues and drive efforts to meet evolving global challenges as we go Together Towards ZERO and Beyond (TTZAB).

Launched this year, TTZAB builds on our progress to date and reaffirms our commitment to help tackle global challenges, uphold the principles of the UN Global Compact and contribute to the UN Sustainable Development Goals. It is an integral part of our SAIL'27 strategy to accelerate growth and create value for our shareholders, employees and society.

TTZAB not only raises our ambition level even further but addresses a wider array of material topics to create a more holistic ESG programme. It sets new targets to support regenerative and sustainable agriculture for a ZERO Farming Footprint, to work towards ZERO Packaging Waste, to replenish

water in areas of high water risk, and to increase representation of women in leadership roles as part of our wider commitment to Diversity, Equity and Inclusion. It also reinforces our long-standing commitments to Living By Our Compass, Human Rights, Responsible Sourcing and Community Engagement.

Ahead of the COP27 climate conference, I joined other members of the Alliance of CEO Climate Leaders in calling for collective action from governments and businesses to tackle the climate emergency. We are committed to doing our part, targeting a net ZERO value chain by 2040 to enable consumers to enjoy great beer with the smallest carbon footprint possible.

Our business was faced with global volatility in 2022. We strongly denounced the Russian invasion of Ukraine, which led us to seek a full divestment of our business in Russia. We also faced the effects of the ensuing energy crisis and ongoing pandemic-related challenges in our supply chains and on-trade sales channels. Despite these economic headwinds, we delivered on our strategy, and our commitment to sustainability remains steadfast, as we believe it is the right thing to

do for business and for society. Our five-year SAIL'22 strategy concluded with strong results for our business. Through the accompanying Together Towards ZERO programme, we have exceeded our 2022 targets to reduce carbon and water use at our breweries – by focusing on efficiency, eliminating coal and switching almost all our electricity to renewables.

However, more needs to be done on ZERO Irresponsible Drinking and a ZERO Accidents Culture. While our alcohol-free brews are now available in 90% of our markets and we are rolling out responsible drinking labelling on more of our packs, the pandemic and local implementation challenges have resulted in fewer responsible drinking partnerships than targeted. Although we have significantly reduced our lost-time accident rate and incidents related to our Life Saving Rules, we are deeply saddened by the death of an associate employee in a traffic accident this year and we are determined to keep working towards a ZERO Accidents Culture.

We are building on what we have learned and achieved through Together Towards ZERO to go Beyond. TTZAB sets specific, measurable targets to drive

tangible progress in the areas where we can have the biggest impact. Its aspirational ambitions will push us to develop innovative solutions to global challenges and contribute to a strong sense of pride in Carlsberg.

Realising these ambitions will require paradigm shifts within and beyond our industry, so we must work together with others to get there, and partnerships remain central to our approach. We involved colleagues from across the business in the development of these ambitions and our SAIL'27 strategy to bolster the engagement we need to accelerate implementation. Looking ahead, I am confident that TTZAB will deliver results for society and our business, cementing our licence to operate and our ability to brew better beers, now and in the future, as we strive to fulfil our purpose of brewing for a better today and tomorrow.

**Cees 't Hart,**  
CEO, Carlsberg Group

“

*Probably more than ever our collective responsibilities shape our view on the world and so too, businesses should look for the ways in which they can address the issues that matter most and lead the change in their sector.*

*It is essential that we work collaboratively across CMBC and our value chain – with our suppliers and our On and Off Trade customers – for collective success.*

”

**Paul Davies, CEO, CMBC**

# A MESSAGE FROM CMBC'S CEO



**2022 was our second full year as a new company – Carlsberg Marston's Brewing Company (CMBC), formed through a joint venture between two of the UK's most historic and iconic brewers – Carlsberg UK and Marston's Beer Company. The year presented our teams with several challenges, delivering complex internal projects as part of our integration, whilst simultaneously responding to a series of exceptional external events. For me, there were two key values that underpinned our response to these challenges: flexibility and agility.**

**TOGETHER  
TOWARDS**   
**ZERO &  
BEYOND**

The insourcing of our secondary logistics over the summer, finalising the sale of Bedford Brewery to Estrella Damm in November, taking the difficult decisions to close London Fields and Jennings breweries, and relocating our customer services team to our Wolverhampton head office, required us to be very agile as a business. We also implemented measures rapidly to ensure we were able to support our people and pivot how we worked to continue delivering exceptional brews and strive for best-in-class service for our customers.

As the tragedy in Ukraine continues and the consequences of the war continue to be felt in every home and every business across the UK, inflationary pressures and soaring energy bills have put severe financial pressure on UK pubs. Consumers are also increasingly drinking at home to save money, which is impacting the shape of our business. As a result, we have had to have the flexibility to adapt our business model and our product mix to meet the changing demands of customers and consumers. These values are hard-won and will be essential for the sector going forward.

During 2022, Carlsberg Group evolved its ESG programme – Together Towards ZERO and Beyond (TTZAB). This now includes additional targets and new focus areas including working towards ZERO Farming Footprint and ZERO Packaging Waste. Our work to integrate two businesses means progress will not always be linear in all areas – but we are whole heartily committed to our TTZAB journey.

Our primary focus as a business is the health and safety of our people and those we work with. This is particularly important when integrating two businesses and we have started strengthening our safety culture as CMBC. One Lost Time Accident is too many, and with 76 in 2022, we know there is much more work to be done to deliver safety across the business. We have rolled out several strategies in 2022 where we expect to see the impact in 2023.

We can be proud of launching our first two electric HGVs into our fleet, delivering record volumes of Snap Pack out of Northampton Brewery, launching our KK Clip packaging at Burton Brewery and starting to execute our plans for UK-grown regenerative barley.

Bringing together a network of breweries means we need to plan

our production volumes in the most efficient way and invest in our future, working to reduce both carbon emissions and water use at our breweries. Compared with 2021, our carbon emissions went up slightly as volumes increased. We were able to reduce our total water use slightly, despite higher volumes and achieved 2.5% greater water efficiency compared with 2021. Aligning our systems and developing more detailed plans will help give our breweries the resources needed to drive towards ZERO.

Our strong CMBC portfolio offers more brilliant Alcohol-Free Beers, providing our customers with positive choices. With more low and no alcohol brands we can expand our reach through product messaging and campaigns, helping to ensure all our products are enjoyed responsibly.

Despite the many challenges, we are excited by the progress we have made to date and the business we are building, guided by our purpose of brewing for a better today and tomorrow.

Through the last year, this foundation of our company has never been more important. It defines us as an organisation and brings all of us together in a common mission to deliver for

our customers, consumers and the sector as a whole. We are not just brewing beer – we are delivering far more than that. Every one of us, from our brew masters to our in-house logistics teams, to our operations specialists, has a passion for extraordinary ales, lagers, and world beers, that drives us all to be the best ambassador for British brewing. We do this by delivering outstanding service to our customers, investing in our people, and championing real innovations to reduce the impact of our sector on the planet and create positive benefits for each of the communities in which we operate.

For my part, I was incredibly impressed with and proud of how all CMBCers responded to the unique challenges 2022 presented. In difficult circumstances, they continued to work tirelessly, and I am very grateful to them for that. As we look forward to 2023, I am excited by what we can achieve together as a business and the growth we can deliver whilst dedicating ourselves to our Together Towards ZERO and Beyond journey.

**Paul Davies**  
CEO, CMBC

# TOGETHER TOWARDS ZERO AND BEYOND

Our purpose is brewing for a better today and tomorrow.

Together Towards ZERO and Beyond (TTZAB), our enhanced ESG programme, supports this purpose and is integral to our SAIL'27 corporate strategy.

Launched this year, the programme raises our ambitions with concrete targets and commitments to help tackle global social and environmental challenges. It has 11 focus areas (see right) informed by a materiality assessment of the ESG issues that can have the biggest impact on our business and society (see page 83 of Carlsberg Group ESG Report). We are taking action across our business and value chain to deliver on our targets and commitments, manage our most material issues and enhance our positive contribution to society.

Partnering with our suppliers, customers, consumers and the communities where we operate is essential to drive progress as we go Together Towards ZERO and Beyond.

## TOGETHER TOWARDS ZERO & BEYOND



**ZERO**  
Carbon  
Footprint



**ZERO**  
Farming  
Footprint



**ZERO**  
Packaging  
Waste



**ZERO**  
Water  
Waste



**ZERO**  
Irresponsible  
Drinking



**ZERO**  
Accidents  
Culture

Responsible  
Sourcing

Diversity, Equity  
& Inclusion

Human  
Rights

Living By  
Our Compass

Community  
Engagement

**“I’m confident that TTZAB will deliver results for society and our business, cementing our licence to operate and our ability to brew better beers, now and in the future, as we strive to fulfil our purpose of brewing for a better today and tomorrow.”**

Cees 't Hart, CEO, Carlsberg Group



# RAISING OUR AMBITION TO GO TOGETHER TOWARDS ZERO AND BEYOND

**Our Together Towards ZERO programme, in place from 2017 to 2022, has delivered significant progress in its four focus areas: ZERO Carbon Footprint, ZERO Water Waste, ZERO Irresponsible Drinking and ZERO Accidents Culture. We have met the majority of our 2022 targets, and others have been extended or updated to deliver more meaningful impact in the coming years.**

**Now we are going Beyond with an enhanced and expanded programme of targets and ambitions designed to deliver transformative change and positive impact for our business, society and the planet.**

Together Towards ZERO and Beyond (TTZAB) increases our ambition levels, sharpens our targets for 2030, adds longer-term goals for 2040 and widens our focus to address more of our most material ESG topics.

To help us implement TTZAB and deliver on our targets, we have established an ESG Steering Committee of leaders and experts from across the business and expanded the Carlsberg Sustainability Advisory Board (CSAB) to include two members of our Supervisory Board alongside independent experts. Additionally, remuneration is linked to performance on TTZAB targets for various roles throughout our business, including for senior managers and the Executive Board.

## SUPPORTING OUR BUSINESS

TTZAB is an integral component of our new corporate strategy, SAIL'27. It is a key aspect of the winning culture we need to fulfil our purpose and supports our overall business performance (see next page).

With its focus on our most material ESG issues, the programme will help us mitigate risks and build resilience, as well as create business growth opportunities as we innovate to meet growing consumer demand for healthier choices such as no- and low-alcohol brews.

Our ESG programme also boosts our reputation and standing with stakeholders. TTZAB demonstrates to consumers, customers and investors that we are deeply committed to acting responsibly and proactively on ESG issues while delivering value for our shareholders and wider society. Championing sustainability is also popular with our own people, and operating ethically and responsibly is critical to maintaining our licence to operate.

## CONTRIBUTING TO SOCIETY

TTZAB represents our response to global challenges. We will continue to work towards a ZERO Carbon Footprint, ZERO Water Waste, ZERO Irresponsible Drinking and a ZERO Accidents Culture. In addition, we will pursue new targets and initiatives to achieve a ZERO Farming Footprint and ZERO Packaging Waste.

Climate change and water scarcity are two of the biggest environmental challenges the world faces, harmful drinking habits are a global health concern, and safety at work is a fundamental corporate responsibility and a human right. We continue to embrace our responsibility as a global company on all these fronts.

Our ambitious new targets aim to deliver a net ZERO value chain, replenish 100% of water consumed at our breweries in high-risk areas, drive the success of low- and no-alcohol brews, and eliminate accidents across our operations.

Targets in our new focus areas of farming and packaging will harness our scale and influence to work together with partners to accelerate adoption of regenerative agricultural practices and circular packaging solutions in the brewing industry and beyond. Our efforts in these areas will address biodiversity and resource depletion, as well as supporting efforts to shrink our value chain carbon emissions.

The five additional focus areas in the TTZAB programme give more strategic focus to our ongoing efforts to promote Diversity, Equity and Inclusion (DE&I), uphold ethical business practices by Living By Our Compass, source responsibly, respect human rights and engage communities. To drive our progress on DE&I, we have set shorter-term targets to increase representation of women in senior leadership roles at Carlsberg Group to 30% by 2024, to 35% by 2027 and to a minimum of 40% over time.

Partnering with suppliers and others will remain essential to our progress and expand our impact. We have strategic partnerships with WWF, among others, and we work with other partners through our memberships of business coalitions. These include the RE100, the We Mean Business Coalition, the Race To Zero, the Alliance of CEO Climate Leaders, the World Federation of Advertisers' Planet Pledge, the International Alliance for Responsible Drinking, the Sustainable Agriculture Initiative Platform, the Paper Bottle Community and AIM-Progress.

# RAISING OUR AMBITION TO GO TOGETHER TOWARDS ZERO AND BEYOND

## TARGETING AND TRACKING PROGRESS

We have set bold targets for 2030 for all six ZEROs – and go further with additional 2040 targets on carbon and farming (see right). We have set clear ambitions in the other five TTZAB focus areas, as well as specific quantitative targets to increase representation of women in leadership roles.

This report provides a transparent account of progress across our ESG focus areas, including how we performed on the Together Towards ZERO targets we set for 2022 and what we are aiming for next as we go Together Towards ZERO and Beyond.

We remain committed to robust methodologies for establishing baselines and tracking performance as we pursue our global ESG programme. Our climate targets are approved by the Science Based Targets initiative and aligned with the 1.5°C target in the Paris Agreement on Climate Change.

Across all our TTZAB focus areas, we will strive to continue improving our performance while increasing disclosure and transparency for all our stakeholders.

Purpose	Brewing for a better today and tomorrow					
SAIL'27 priorities	Our portfolio choices	Our geographical priorities	Our execution excellence	Our winning culture	Funding our journey	Creating value for all our stakeholders
ESG programme	Together Towards ZERO and Beyond					
ESG focus areas	Targets					
<b>ZERO Carbon Footprint</b>	<b>2040</b>	<ul style="list-style-type: none"> <li>&gt; <b>Net ZERO</b> value chain</li> <li>&gt; <b>ZERO</b> carbon emissions at our breweries</li> <li>&gt; <b>30%</b> reduction in value chain carbon emissions</li> <li>&gt; <b>All</b> renewable electricity must come from new assets (e.g. via power purchase agreements)</li> </ul>				
<b>ZERO Farming Footprint</b>	<b>2040</b>	<ul style="list-style-type: none"> <li>&gt; <b>100%</b> of our raw materials are from regenerative agricultural practices and are sustainably sourced</li> </ul>				
<b>ZERO Packaging Waste</b>	<b>2030</b>	<ul style="list-style-type: none"> <li>&gt; <b>100%</b> recyclable, reusable or renewable packaging</li> <li>&gt; <b>90%</b> collection and recycling rate for bottles and cans</li> <li>&gt; <b>50%</b> reduction in virgin fossil-based plastic</li> <li>&gt; <b>50%</b> recycled content in bottles and cans</li> </ul>				
<b>ZERO Water Waste</b>	<b>2030</b>	<ul style="list-style-type: none"> <li>&gt; Water usage efficiency of <b>2.0 hl/ht</b> globally and <b>1.7 hl/ht</b> at breweries in high-risk areas</li> <li>&gt; <b>100%</b> replenishment of water consumption at breweries in high-risk areas</li> </ul>				
<b>ZERO Irresponsible Drinking</b>	<b>2030</b>	<ul style="list-style-type: none"> <li>&gt; <b>100%</b> responsible drinking messaging through packaging and brand activations</li> <li>&gt; <b>100%</b> of our markets run partnerships to support responsible consumption</li> <li>&gt; <b>100%</b> availability of alcohol-free brews</li> <li>&gt; <b>35%</b> of our brews globally are low-alcohol or alcohol-free</li> </ul>				
<b>ZERO Accidents Culture</b>	<b>2030</b>	<ul style="list-style-type: none"> <li>&gt; <b>ZERO</b> lost-time accidents</li> </ul>				
<b>Diversity, Equity &amp; Inclusion</b>	In these areas, we focus on the continuous enhancement and implementation of policies, partnerships and other initiatives that address the additional ESG topics having material impacts on our employees and operations, as well as on our value chain and wider society.					
<b>Living By Our Compass</b>	While we have an established ambition and ongoing actions to promote Diversity, Equity and Inclusion (DE&I), in 2022 we introduced additional DE&I targets that are quantitative and shorter-term: <b>30%</b> women in senior leadership positions by 2024, ramping up to <b>35%</b> by 2027 and a minimum of <b>40%</b> over time.					
<b>Human Rights</b>	We continuously strive to Live By Our Compass and maintain a high-integrity culture through a robust compliance programme, and we have long-standing ambitions to source responsibly, respect human rights along the value chain, and engage communities responsibly.					
<b>Responsible Sourcing</b>						
<b>Community Engagement</b>						



# ZERO CARBON FOOTPRINT

**By 2030, we aim to eliminate greenhouse gas emissions from brewing to achieve ZERO (absolute) CO2-equivalent (CO2e) emissions. Our brewery emissions include Scope 1 (direct) and Scope 2 (indirect, such as from purchased electricity) CO2e emissions. They exclude in-house logistics and distribution operations, which are included in our value chain target.**

## NORTHAMPTON BREWERY

In 2022, we saw absolute emissions at our Northampton brewery increase by 3.8% compared with 2021 whilst relative emissions were down 1.6%. There was a 5% increase in volumes so there were efficiency gains achieved. We have achieved an 18% reduction in total emissions since 2015, a significant effort. Improvement projects in 2022 included new control systems on glycol distribution and on the ammonia refrigeration plant saving 215,000 Kwh and 167,000 Kwh of electricity per year respectively. Various projects for 2023 are already planned, such as LED lighting across the site, canning pasteurisation improvements, and a third new boiler.

## CMBC BREWERIES

CMBC total emissions for 2022 increased by 2.5% compared with 2021. We saw higher volumes in 2022 and network changes with Eagle brewery being sold as well as the closure of Jennings and London Fields. As a result of this relative emissions went up slightly by 2.6%. We expect the planning and adjustments we've completed for the new network to support improvements to this in 2023. Our regional breweries

are seeing improvements across their evaporation rates and focusing on their steam consumption in the brewhouse as that is the most intensive area of energy consumption. Marston's brewery in Burton, our second largest brewery by volume in 2022, had its Combined Heat and Power (CHP) system fully operational by July to generate electricity locally, ensuring that any heat generated in the process is then used to generate steam and hot water to further reduce load on the boilers. However, during this phase we still needed to recover waste sources from the systems, meaning gas consumption increases until the efficiency can be improved. Burton showed improvements from the installations of hot water tanks, reducing stream leaks and improved steam control in the boiling process, all helping to cut gas usage.

## CUTTING OUR VALUE CHAIN EMISSIONS

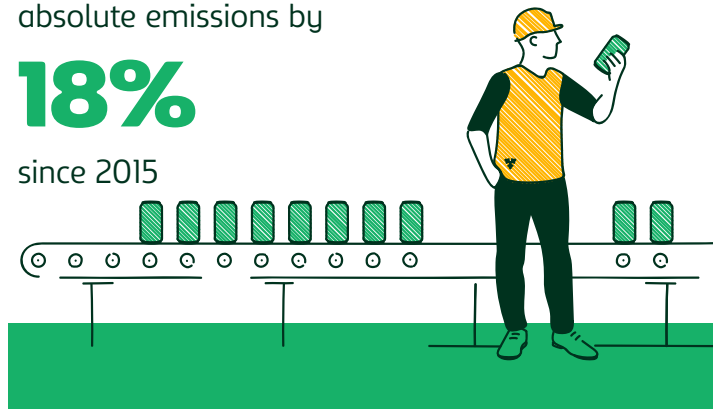
By 2040, we aim to achieve net ZERO carbon emissions in our value chain. Our net ZERO target pathway will follow the guidance set out by the Science Based Targets initiative (SBTi), with the focus on reduction of emissions rather than compensation through carbon offsets. As an interim target, we aim to reduce our value chain emissions per hectolitre (hundred litres or hl) of beer and beverages produced by 30% by 2030, from a 2015 baseline. Both the 2030 and 2040 value chain targets include Scope 1, 2 and 3 CO2e emissions from: growing and processing raw materials; brewing, packaging, transporting, distributing and chilling our products; and handling used packaging. We will measure progress through an analysis of our value chain emissions – previously

referred to as beer-in-hand emissions – that will be carried out annually from 2023. Our value chain footprint, measured every four years, improved by 16% from 2015-19 for Carlsberg UK. This partly reflects the decarbonisation of the UK electricity grid mix, alongside changes in our packaging use. We will provide CMBC data for this in our 2023 report, published next year, and we will continue to partner with suppliers to identify opportunities to improve our value chain footprint towards our target of a 30% reduction by 2030. We already source 100% renewable electricity across our business via certificates and are now going further by pushing for all our renewable electricity to come from new assets by 2030. We define new assets as sources that contribute additionality by supporting investment in new renewable energy capacity.

Northampton Brewery has cut absolute emissions by

**18%**

since 2015



**100%**

renewable electricity powering our breweries







# ELECTRIC VEHICLES



## Electric Vehicles

CMBC's logistics fleet is the largest in the UK operated by any brewer. In 2022, we introduced two fully electric HGV trucks to our fleet through a proof-of-concept trial with Renault Trucks. These new vehicles can deliver over 10,000 pints of beer per day to pubs.

The two fully electric trucks were on the road by the end of July, with the E-Tech D Wide models weighing in at 26 tonnes and 18 tonnes. This trial is the latest step towards achieving our ambition of zero carbon footprint across our value chain, as part of our Together Towards ZERO & Beyond ESG programme. The vehicles are ideal for urban distribution, including routes into London's Ultra Low Emission Zone, and are already delivering freshly brewed beer to pubs daily, operating out of our Cardiff and Thurrock (Essex) distribution depots, with charging points installed at each site powered by electricity from renewable sources. With the trucks capable of travelling up to 150 kilometres on a single charge, the urbanised areas of Cardiff and Essex are the ideal routes to test the potential of electric vehicles in our logistics network.

For drivers, the cleaner, quieter electric engines reduce noise and vibrations in the cab for a more comfortable working environment. As the vehicles are almost silent, they reduce road noise in urban areas and can therefore be used during unconventional hours.

The move will replace up to around 19,000 diesel-fuelled road miles per vehicle per year. The proof-of-concept trial, if successful, has potential to see additional electric trucks introduced into our existing fleet of 270 traditional vehicles in the future.

We are excited to work with Renault Trucks, who share CMBC's ambitions for a net zero future. This launch is potentially transformational to us as a UK brewer and logistics operator, helping us to deliver our beer more sustainably, and supporting pubs to build back greener after the pandemic.





# CARLSBERG'S PARTNERSHIP WITH WWF-UK

TOGETHER  
TOWARDS  
ZERO &  
BEYOND



## Carlsberg's partnership with WWF-UK

Our Carlsberg brand has been partnering with WWF-UK since 2021, to work together to protect ocean wildlife and restore 130,000m<sup>2</sup> of seagrass meadows along the UK coastline. Seagrass is no ordinary plant. It is a natural superhero with the power to absorb carbon up to 35 times faster than a rainforest and provide habitats that enable ocean wildlife to thrive\*. However, it is increasingly under threat in the UK, so restoration efforts are essential. In 2022, we continued our work on this important area. In March, our Carlsberg brand launched a consumer campaign to raise awareness of how restoring seagrass provides habitats for millions of marine animals, reaching over 12 million everyday lager drinkers across TV, on demand platforms, out of home and social. National on pack activity, alongside features and displays in key retailers such as Tesco, Sainsbury's and Asda, helped to amplify the message even further.

But we didn't stop there, July saw representatives from the Carlsberg brand team and CMBC's sustainability team visiting one of the seagrass sites on the Isle of Wight, alongside WWF's project delivery partner, the marine conservation charity Project Seagrass. The Isle of Wight is a UNESCO World Biosphere Reserve World Biosphere Reserve – a protected area where approaches for sustainable development to conserve biodiversity can be tested, in this case through the restoration of seagrass. The team helped with the collection of seagrass seeds which will be used to plant new seagrass meadows at key sites locally.

For 2023, we are evolving the partnership to support WWF in helping selected farmers replenish up to 175 million pints of fresh water to help UK nature thrive. We'll share progress and impacts of this important project in next year's report.

Carlsberg is giving £150,000 to WWF-UK (reg. charity 1081247 & SC039593) in 2023 to support participating farmers in East Anglia to replenish up to 100 million litres of fresh water, by helping them save water and reduce river pollution. See [carlsberg.co.uk/wwf-farming](https://www.carlsberg.co.uk/wwf-farming) for more details. Carlsberg gave £465,000 to WWF-UK across 2021/22, of which £265,000 supported UK seagrass restoration projects. See [www.carlsberg.co.uk/wwf/](https://www.carlsberg.co.uk/wwf/) for full details.

\*McLeod E, Chmura GL, Bouillon S, Salm R, Bjork M, Duarte CM, Lovelock CE, Schlesinger WH, Silliman BR. 2011 A blueprint for carbon: toward an improved understanding of the role of vegetated coastal habitats in sequestering CO<sub>2</sub> -front. *Ecol. Environ.* 9 552-560. (doi:10.1890/110004)



**Our bold new ZERO Farming Footprint ambition aims to drive action on climate and biodiversity through regenerative agriculture and sustainable sourcing of ingredients.**

By changing how we source the ingredients used to brew our world-class ales and lagers, we aim to reduce our value chain emissions, secure our supply, improve farmers' livelihoods and drive a wider shift to regenerative farming both for the beer industry and beyond. Regenerative farming methods aim to restore soil health, nurture biodiversity, and increase the capacity of soils to capture and store carbon.

By 2030, our target is for 30% of our raw materials to be grown using regenerative practices and be sustainably sourced – on our way to 100% by 2040 globally. In the UK, we have set out our ambition for regenerative barley – Carlsberg Danish Pilsner is targeting to use only regenerative barley in its brews by 2027. All other UK brewed brands are aiming to follow suit by the end of 2031.

Collaboration will be key to us realising this ambition and during 2022, we worked with farm consultants and agronomists, Ceres Rural, to support the development of a regenerative agriculture protocol that considers the specific needs of British farmers, while aligning with wider Carlsberg Group practices. The collaboration enables farmers to implement the new practices from 2023, while measuring impacts on soil, biodiversity, and carbon emissions.

Archer-Daniels-Midland Company (ADM), a global leader in sustainable agriculture and nutrition, has supported the initiative by championing its benefits to farmers, and by helping to launch it commercially through relevant supply contracts. We were able to contract 23 farmers to grow regenerative barley for us in 2023, which will provide us with an estimated 7,000 tonnes of barley to be used to brew Carlsberg Danish Pilsner in 2024.

As we move into 2023, we will work with our farmers to understand their experiences of growing using the practices in our protocol. We will provide on farm measurements of soil health, carbon emissions and biodiversity, as well as making plans for future growing seasons as we continually look to expand our volumes of regenerative barley. We will share a progress update on the project in our 2023 report.

## 23 farmers

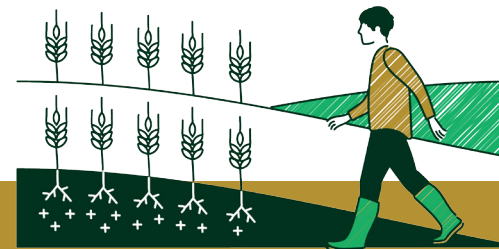
have signed up to grow regenerative barley in UK during



An estimated

## 7,000 tonnes

of regenerative barley will be grown in 2023 – enough to brew up to 96 million pints per year



# ZERO PACKAGING WASTE

**Packaging is everywhere. It plays an important role in our business – containing, protecting, and preserving our products, as well as ensuring we can transport our great-tasting brews to pubs, supermarkets, and wholesalers for consumers across the UK to enjoy. But alongside the benefits, there is an environmental cost.**

Reducing the climate impact of our packaging has been, and remains, a key driver of our ZERO Carbon Footprint ambition, as it accounts for the largest share of our value chain emissions.

We have been working with suppliers and partners to cut this footprint by lightweighting bottles and cans, opting for lower-carbon options where feasible, and innovating to create more sustainable solutions. Now, we are building on these efforts to improve the carbon footprint of our packaging through increased focus on its circularity. With our new focus on ZERO Packaging Waste, we have set ambitious targets to drive progress towards circular packaging. We know that it matters to consumers, and it matters to us too. By 2030, we want all our packaging to be recyclable, reusable or renewable. We want to use less virgin plastic and more recycled content – and we want to ensure that at least 90% of our bottles and cans get collected and recycled after use to support this circular approach.

## INNOVATING FOR SUSTAINABLE PACKAGING

Achieving our ZERO Packaging Waste ambitions requires innovation in packaging design, and we can only do this in close partnership with suppliers and partners, sharing scientific expertise and know-how openly to drive progress. Launched in 2018, our ground-breaking Snap Pack cuts plastic use by up to 76% per multipack using glue dots to hold cans together rather than plastic. As well as cutting material use, Snap Pack also replaces plastic rings that can harm wildlife if they are not disposed of correctly and end up in the environment. At the end of 2022, Snap Pack was already being used for 65% of the four- and six-can multipacks produced at our Northampton Brewery

and we are aiming to fully transition by the end of 2024. In 2022, our Burton Brewery also rolled out the KK Clip, a paperboard top for our four pack cans, which has replaced even more plastic rings. This secondary packaging is now being used on 87.5% of CMBC branded 4 packs produced at this brewery. Over 5.7 million clips were produced in 2022 for brands such as Hobgoblin, Wainwright and Shipyard. In 2023, based on customer feedback, we are planning to strengthen the material used in the KK Clip to improve stability, as part of our continual work to improve our packaging innovations. In 2022, we took our innovative bio-based and fully recyclable Fibre Bottle to consumers for testing as we continue to refine its design (see next page).

## REDUCING, RECYLED AND RENEWABLE MATEIALS

Lightweighting cuts the amount of aluminium used to make cans and the amount of glass or plastic needed to make bottles. As well as reducing material use, this has the added benefit of reducing fuel and emissions associated with transportation of our packaged products. We are engaging with suppliers to improve lightweighting as well as increase the amount of recycled or renewable content in our packaging. During 2022, we reduced the micron on our shrink wrap by up to 27%, moved to at least 30% recycled content across all plain shrink wrap and converted all keg caps to recycled plastic.

8,000

Fibre Bottle prototypes produced and tested by consumers in Western Europe, including the UK



65%

of our four and six can multipacks from our Northampton Brewery use Snap Pack





# FIBRE BOTTLE TRIAL



## Fibre Bottle trial

In the summer of 2022, Carlsberg drinkers in the UK were able to say “cheers!” with Carlsberg’s first bio-based bottle ever to be put in the hands of consumers – the Fibre Bottle. Not only did the bottle generate fewer CO2 emissions than a single-use glass bottle, but the beer in the bottle itself was also better – having been brewed for the trial with fully organic barley grown using more sustainable farming practices.

For the trial, Fibre Bottle samples were available in selected countries, including the UK, Denmark, Finland, Norway, Sweden, France, Germany, and Poland, with 100 British beer fans being given the opportunity to get their hands on these exclusive bottles, via social media giveaways.

The most significant innovation to the Fibre Bottle is the plant-based lining within. This pioneering PEF lining, made entirely from natural raw materials, protects the taste and carbonation of the beer. The outer shell of the bottle is made with sustainably sourced wood fibre and due to its insulating properties, it may keep the beer cold for longer compared to cans or glass bottles.

Carlsberg’s ultimate vision is for the Fibre Bottle to achieve up to 80% less emissions than current single-use glass bottles, which means that for the carbon footprint of every single-use glass bottle created, five Fibre Bottles could be created. Getting these bottles in the hands of consumers to experience it for themselves during the Summer was the next stage in their development and we were delighted to have taken part in the trial. Following product sampling and feedback gathering in the eight markets, Carlsberg will improve the design further, and continue working towards its ambition to make these bottles more widely available over time.



# ZERO WATER WASTE

Water is a precious resource and is essential to our production process. We aim to reduce the amount of water used to produce every hectolitre (hundred litres or hl) of our beer and beverages to an average of 2.0 hl water per hl of beer (hl/hl) globally. This includes all our UK breweries. All brewery operations are covered, including offices, production, warehousing and cogeneration.

## NORTHAMPTON BREWERY

In 2022, we achieved a 6.2% improvement in water efficiency at our Northampton brewery compared with 2016. However, we did see a decrease in efficiency by almost 1% when compared with 2021 and a 6.4% increase in water use – this is due to higher volumes vs. 2021, and some areas of poor performance which will be addressed in 2023.

Our 2022 efficiency of 2.9 hl of water per hl of beer is still significantly better than an industry average of **3.7 hl/hl according to the BBPA**. One project that will help with this in 2023 is with water recovery from keg rinses – which is predicted to save 196,000 hl water per annum.

## CMBC BREWERIES

CMBC's total water use for 2022, covering seven breweries, was reduced slightly by 0.3% despite volumes increasing, reflected in our relative water use of 3.56 hl/hl – improving by 2.5% since 2021. The water efficiency of our regional breweries improved in 2022 as we shared best practice from the Northampton brewery and improved metering to understand where losses were occurring. Our regional breweries still had periods of low production volumes in 2022 which impacted water efficiency. The positive improvements at Burton Brewery were supported by integrating utility reporting into the day-to-day life for everyone at site and engaging operators to reduce water in specific areas such as on the tunnel pasteuriser and hose pipes. Banks's Brewery in Wolverhampton completed a project on Clean-in-Place (CIP) optimisation with strong water savings and will focus on employee engagement in 2023, improving utility consumption awareness across the site.

CMBC breweries water efficiency is

# 3.56 hl

of water to a hl of beer – improving by 2.5% since 2021



Northampton Brewery has seen

# 6.2%

improvement in water efficiency since 2016





# ZERO IRRESPONSIBLE DRINKING

## Our Together Towards ZERO and Beyond programme introduces our ambitious new goal for 35% of all the brews we sell globally to contain no more than 3.5% alcohol by volume (ABV) by 2030.

We continue to encourage consumers to enjoy all our products responsibly. Alcohol misuse – including drinking underage, while driving, or to excess – remains a global public health concern. We are tackling this challenge head-on through our own actions and partnerships, with a partnership with Drinkaware in the UK to support our work in this space.

As a responsible brewer, we want to create a positive beer culture by giving consumers lower alcohol options and the information to make responsible choices. Countering underage drinking – alcohol consumption by people under the legal drinking age – is a global priority and we are continuing our work to put age-restriction symbols on all our products.

### POSITIVE PRODUCT CHOICES

Increasing the availability, accessibility, and appeal of alcohol-free options is vital to this work. Our portfolio now includes more low- and no-alcohol options than ever before, such as Brooklyn Special Effects, San Miguel 0.0, Erdinger Alkoholfrei, Shipyard Low Tide. In 2022, we focused on growing volumes for our existing range. In 2023, we will relaunch Carlsberg 0.0, alongside an additional format of Erdinger Alkoholfrei because of its popularity, as well as continuing to support our existing low and no brands.

Launched in July 2022, Hobgoblin Session IPA was a new addition to our low alcohol range. It is a light 3.4%, easy drinking and extremely refreshing beer. It is pouring at Lord's and Edgbaston cricket stadiums as well as in the off trade, showing a growing popularity for these types of beers. All CMBC packaging displays responsible drinking messaging. We also aim for this messaging to be included in all marketing activations, and, as of March 2021, all CMBC brands hit this criterion. For some brands we do not include certain nutritional and energy information currently, so we are working to get all products up to date on these requirements.

### CAMPAIGNS AND BRAND ACTIVITY

Through our partnership with and funding contributions to Drinkaware, we support a range of activities and campaigns, helping

to attract almost 5 million visitors to the Drinkaware website in 2022. More than 2 million people engaged with Drinkaware's digital tools, such as the app and chatbot to help assess their risk levels and gain valuable advice.

In Autumn/Winter 2022, we successfully launched our 'Find Your Free' campaign in the trade with key activations across On Trade customers ahead of Dry January 2023. This helped to showcase CMBC's strong portfolio with key customers and highlighted the choice for consumers in the Alcohol-Free Beer (AFB) category. Our focus going forward will be to activate AFB alongside masterbrand promotions so the choice of both is always visible, alongside activating 'Find Your Free', around key 'no drinking' moments, such as Dry January, pre-Summer and Sober October.

Our Carlsberg brand focused efforts on a Christmas social campaign encouraging people to take a taxi if they were drinking, highlighting the dangers of drink driving alongside a simple call to action – 'Driven home for Christmas – don't drink and drive'. This reached 1.2 million people across Instagram and Facebook. Meanwhile, San Miguel ran a range of campaigns across the year, activating its 'Ch0,0se everything' platform across social media and at 100 Gym Group sites during Dry January. To support responsible drinking and safe driving, San Miguel gave out 0,0 bottles to designated drivers at the Classic Ibiza event in the Summer. For all San Miguel product campaigns, we continue to show San Miguel 0,0 in the end frame of the TV adverts to showcase this as a positive choice.

# 100%

of CMBC customers have access to our alcohol-free options



# Over 1.1 million

used Drinkaware digital tools to help understand and manage their alcohol consumption



# ZERO ACCIDENTS CULTURE

**Safety is always our priority. Any injury is one too many as we drive progress towards ZERO accidents.**

Keeping our employees – and everyone who works with us – safe is a prerequisite for doing business. Knowing that we prioritise their health and safety also helps our people feel that they are a valued part of a winning team. Rigorous safety standards apply across our operations. These are reinforced by our Life Saving Rules, which set out safe working practices in breweries, warehouses and offices, and on the road.

### ALL CMBC SITES

Across all CMBC sites our total lost time accidents (LTAs) were 76 (lost-time accident rate 35.9\*), an increase of 38% since 2021. The highest rate of increase occurred in logistics, moving from 43 to 66 accidents in 2022. 2022 saw us move away from the Covid restrictions of the previous two years, which had resulted in less activity during lockdown periods. But while the LTAs increase vs last year, moving to a new culture and ways of working also resulted in better transparency and thus a more robust system in capturing incident information and lost time accidents. For logistics, would remove increased pressure caused by sector-wide HGV driver shortages also contributed to LTA increases. To tackle this, we have worked hard to raise the safety culture in our logistics community, with three Regional Logistics Trainers in place to review sites and deliver key training this year. Manual handling was another area highlighted as a key risk through our

improved reporting, which led to us issuing SMART Manual Handling guidance across CMBC. More specific guidance was also provided for Materials Handling Equipment such as forklifts, including providing specific observational checklists for our forklift drivers. This guidance was further supported through increased utilisation of the Hazard app across CMBC which collates information on physical and behavioural risk, as well as providing a platform to share best practice.

In 2023, a company-wide Safety Week will be used to raise awareness of Health and Safety best practice yet further, with interactive sessions at sites and for our head office teams to bring the new culture to the forefront for all employees. Improvements to induction and training for new starters in Logistics, Breweries, Sales and Admin

will strengthen safety as a priority for employees as soon as they join CMBC.

\* Lost-time accident rate (LTAR) is calculated as the number of lost-time accidents multiplied by 1,000 and divided by the number of full-time employees.

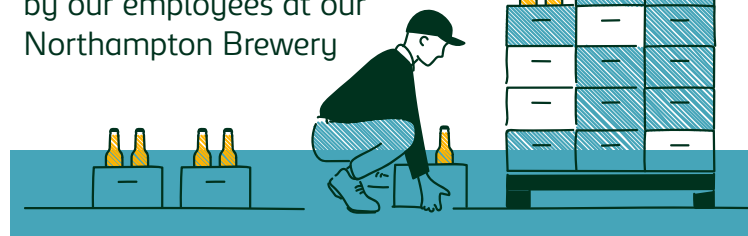
### EMBEDDING OUR SAFETY CULTURE IN THE UK

Building a safety culture takes time and we are in the first years of that journey. At some of our sites, our ZERO Accidents Culture is well established. Following the creation of the Joint Venture, we took immediate and sustained action to ensure that all six breweries and 16 logistics depots in our network were trained to the same standards. Awareness campaigns have reinforced our Life Saving Rules, together with training on specific risks

such as working in confined spaces in older breweries. We have also increased the capacity of our dedicated health and safety teams in the UK, conducting risk assessments and implementing controls for high-risk processes. We also rolled out health and safety leadership training to more than 200 People Managers in our UK Production and Logistics functions to clarify roles, responsibilities, and expectations for managing health and safety. Safety walks by team and site leaders are now an integral part of everyday work. Managers completed more than 4,600 safety walks in 2022 and employees recorded more than 11,900 safety observations. We also increased our focus on reporting and investigating near misses and will maintain this focus going forward to achieve a step change towards ZERO accidents in the UK.

## 11,900

observations of safety risks and unsafe behaviours made by our employees at our Northampton Brewery



## 4,600

Safety walks conducted by our leaders at our Northampton Brewery





# PROMOTING DIVERSITY, EQUITY AND INCLUSION

At CMBC, our ambition is to build an inclusive culture that is truly understanding of others, is fair and unafraid of differences. We are committed to making CMBC a great place to work, whoever you are, and whatever your background.

We have a responsibility to promote diverse perspectives and voices in today's society. But for us, Diversity, Equity and Inclusion (DE&I) is a business priority, not a compliance necessity.

Discovering and utilising the diversity of experiences and perspectives of our employees helps us build a winning team where every colleague can be themselves. This sense of belonging supports creativity and innovation, making our business more successful.

Promoting equity also builds trust in our culture. We provide equal access to opportunities through consistent, fair and transparent policies and practices, and we have zero tolerance for discriminatory behaviours and harassment.

As we continue our DE&I journey, we will hold ourselves accountable by asking our people how we are doing through regular employee surveys and by measuring our maturity against industry peers.

## SUPPORTING EVERYONE IN OUR BUSINESS

Our Gender Pay Gap (GPG) data is an important aspect of our work, helping us to identify opportunities and areas for

improvement as we lay the foundations for a truly inclusive employee experience.

Our 2022 data shows that for our combined business, our Mean Gender Pay gap is -18.8%, favourable towards women, vs 2021 where it was 3.2%. It is important to note for reporting our data from 2021, CMBC went from three entities ('Carlsberg UK', 'Carlsberg Supply Chain' and 'Marston's Beer Co') to two - 'Carlsberg Marston's Brewing Company Limited' and 'CMBC Supply Limited'. Employees in more junior grades in the CMBC Supply Limited entity are in predominantly male-populated production and logistics functions, and here the Mean Gender Pay Gap is -38.2%. While for Carlsberg Marston's Brewing Company Limited, the Mean Gender Pay Gap is 63.9%, due to representation of women in senior roles.

We believe that getting the gender balance right will pave the way for more diverse representation, and we have set shorter-term targets to recruit and develop more women leaders into our industry, which has traditionally been dominated by men: 30% women in senior leadership roles by 2024, reaching 35% by 2027 and a minimum of 40% over time. We have made good progress against this in the UK, with 26% of senior leadership roles already held by women at the end of 2022.

To support all people across CMBC, we are partnering with Diversity & Inclusion in Grocery, enabling us to learn from other companies, share insights and drive



Internal DE&I event in Birmingham



Internal DE&I event in June 2022

**“We have a responsibility to promote diverse perspectives and voices in today's society. But for us, Diversity, Equity and Inclusion (DE&I) is a business priority, not a compliance necessity.”**

# PROMOTING DIVERSITY, EQUITY AND INCLUSION

**“We know this is only the beginning, and we have a long way to go. We are committed to making positive changes across our business, cultivating a truly inclusive culture, and attracting and supporting a diverse pipeline of talent into CMBC and the wider sector.”**



Educational resources are available for employees



Internal women in leadership event, Marston's House

best practice. The events and resources from this partnership are supplemented with a 'Women at CMBC' Group including colleagues from our Sales and Supply Chain teams, to provide a safe space for women to share their experiences and help to guide and shape our approach to issues that matter to them. To ensure recruitment is fair we have invested in a tool to ensure inclusive language is used to attract a diverse range of applicants for all our open roles. Continuing to operate a hybrid working culture for desk-based roles, wherever possible, also supports flexibility and enables employees with caring responsibilities to work in a way that suits their needs.

To embed DE&I across our business, 2022 saw a range of active engagement points with employees. In June, we invited a range of colleagues from across the business for a day-long session focused on allyship and the work that is required to make CMBC a welcoming place for all people. Our DE&I Champions and Senior Managers joined the D&I Live conference to learn from other organisations and bring best practice back into our business. This continues to be supported by a range of training and resources such as face to face Unconscious Bias sessions in 2022 and more support around Mental Health awareness into 2023.

We will continue to drive this agenda in 2023. For example, our management team will participate in 'Inclusive Leadership' training, alongside conducting a full review of our people policies to identify and

address any gaps. We will also be launching new resources for staff, including DE&I Toolkits, and dedicated online and face-to-face Inclusion and anti-sexual harassment training, mandatory for all employees, to promote physical and psychological safety and allow difference to flourish.

We know this is only the beginning, and we have a long way to go. We are committed to making positive changes across our business, cultivating a truly inclusive culture, and attracting and supporting a diverse pipeline of talent into CMBC and the wider sector.



# LIVING BY OUR COMPASS AND RESPECTING HUMAN RIGHTS

## LIVING BY OUR COMPASS

We take an ethical approach to all our business decisions and stakeholder relationships.

Our company's success is rooted in doing business responsibly. This commitment is deep in our DNA, and it is what our people, customers, business partners and communities expect of us.

We create a winning culture by defining clear standards on ethical behaviour for employees to follow in their daily decision-making – and our Group Board of Directors, CEO and executive team lead by example, as do our local Management Team. We call this approach Living by our Compass, and it supports all our efforts in going Together Towards ZERO and Beyond.

CMBC maintains a rigorous compliance programme that includes our Code of Ethics & Conduct and supporting policies, training, third-party screening and a Speak Up helpline.

We are committed to continual improvement, and in 2022 we strengthened controls in areas such as employee conflicts of interest and screening of higher-risk third parties for bribery and sanction risks.

## RESPECTING HUMAN RIGHTS

Respect for people is an essential part of how we do business.

We are committed to respecting human rights throughout our value chain.

This commitment applies to all our activities and relationships, including employees, contractors, suppliers and licensees.

Through Carlsberg Group we are committed to the UN Guiding Principles on Business and Human Rights, which guide our approach. We are also a signatory to the UN Global Compact and support its ten principles, which include a strong focus on human rights.

Respect for people and their fundamental rights is one of our core values and integral to the Together Towards ZERO and Beyond programme that supports our SAIL'27 business strategy.

Our **Human Rights Policy**, overseen by our Group Executive Committee, outlines our commitments and expectations for all employees and business partners globally. Requirements related to human rights are also covered in our Supplier & Licensee Code of Conduct, that all suppliers and licensees must commit to.



Supplier & Licensee Code of Conduct

**“We create a winning culture by defining clear standards on ethical behaviour for employees to follow in their daily decision-making”**

# SOURCING RESPONSIBLY AND ENGAGING COMMUNITIES

“In 2022, we strengthened our Responsible Sourcing programme and joined two external platforms, AIM-Progress and Sedex, to help us drive positive impact in our own supply chain and beyond.”



## SOURCING RESPONSIBLY

We aim to collaborate with suppliers who share our values and responsible approach to doing business.

CMBC partners with many suppliers in the UK and worldwide who provide us with the ingredients, packaging and logistics we need for our beer, as well as goods and services to keep our operations running.

To work with us, suppliers must meet the standards set out in our **Supplier & Licensee Code of Conduct** and accompanying technical standards and commit to extending these requirements to their own suppliers.

The wide-ranging standards cover business ethics, labour and human rights, quality, health and safety, and environmental sustainability. Additional commitments for key suppliers to cut their environmental footprint also support wider progress across our ESG programme in areas such as ZERO Carbon Footprint.

In 2022, we strengthened our Responsible Sourcing programme and joined two external platforms, AIM-Progress and Sedex, to help us drive positive impact in our own supply chain and beyond.

## ENGAGING COMMUNITIES

We engage our communities responsibly, and work with business partners and non-profits to give back to society.

As a business with well-known brands, we know we are well-placed to influence

consumers and have an impact on people's lives wherever we operate. We give back through appropriate corporate and brand-led initiatives that create positive impact and mutual benefits for CMBC and for wider society.

Some of our community projects support our global focus areas on our journey Towards ZERO and Beyond. Others are driven by community needs or sustainable development issues that are important to local stakeholders.





The Carlsberg Foundation is our principal shareholder and a major benefactor of Danish society. Together with the New Carlsberg Foundation and the Tuborg Foundation, the Carlsberg Foundation donated DKK 1.03bn to scientific research, the arts and civil society in 2022. This unique structure means that the more successful our business, the bigger the difference the Foundations can make to society and communities with the dividends from Carlsberg Group.

In the UK, we support a range of community organisations and local charities around our offices and breweries. We match employee money raised for charities through our 'Founders Fund' and our brands support causes such as the Carlsberg brand partnership with WWF-UK (WWF case study - pg 11).



# CARLSBERG UK: TOGETHER TOWARDS ZERO DATA SUMMARY

The final year of our Together Towards ZERO sustainability programme was 2022, meaning the data shared here is related to the four original focus areas. From the 2023 report onwards we will share the new data relating to Together Towards ZERO and Beyond. This first table includes data for former Carlsberg UK sites and the following page is for CMBC as a whole, which only has one year of comparable data.

	TARGET	BY 2030*	BY 2022*	2022	2021	2020	2019	2018	2017	2016	2015
 <b>ZERO CARBON FOOTPRINT</b>	Reduction in beer-in-hand carbon footprint compared to 2015	30%	15%		16% reduction 2015-2019						
	Total CO <sub>2</sub> emissions from brewery (kt CO <sub>2</sub> )	0	-	13.7	13.2	14.2	13.9	14.5	19.6	15.6	16.7
	Relative CO <sub>2</sub> from brewery (kgCO <sub>2</sub> /hl)	0	-	3.10	3.15	3.51	3.41	3.35	4.42	3.3	2.98
	Low-climate-impact cooling	-	100%	100%	100%	100%	-	-	-	-	-
	Electricity from renewable sources	-	100%	100%	100%	100%	-	-	-	-	-
 <b>ZERO WATER WASTE</b>	Total water use (million hl)	-	-	12.81	12.04	11.17	11.97	12.42	12.42	14.57	15.92
	Relative water use (hl/hl)	-	-	2.90	2.88	2.77	2.95	2.87	2.80	3.09	2.85
 <b>ZERO IRRESPONSIBLE DRINKING</b>	Availability of alcohol-free brews (AFB)	-	100%	100%							
	Responsible drinking messaging through packaging and brand activations	-	100%	100%							
	Run partnerships to support responsible consumption	-	-	Partnership with The Drinkaware Trust							
 <b>ZERO ACCIDENTS CULTURE</b>	Lost-time accidents	0	0	3	4	2	3	3	9	16	25
	Lost-time accidents rate	0	-	-	3.86	8	13	14	8	14	21

\*For 2030 and 2022 we contribute to Carlsberg Group TTZ targets

# CMBC: TOGETHER TOWARDS ZERO DATA SUMMARY

	TARGET	BY 2030*	BY 2022*	2022	2021
 <b>ZERO CARBON FOOTPRINT</b>	Reduction in beer-in-hand carbon footprint compared to 2015	30%	15%	TBC: new baseline data ready for 2023 report	
	Total CO <sub>2</sub> emissions from brewery (kt CO <sub>2</sub> )	0	-	26.05	25.41
	Relative CO <sub>2</sub> from brewery (kgCO <sub>2</sub> /hl)	0	-	4.32	4.21
	Low-climate-impact cooling	-	100%	100%	100%
	Electricity from renewable sources	-	100%	100%	100%
 <b>ZERO WATER WASTE</b>	Total water use (million hl)	-	-	21.95	22.01
	Relative water use (hl/hl)	-	-	3.56	3.65
 <b>ZERO IRRESPONSIBLE DRINKING</b>	Availability of alcohol-free brews (AFB)	-	100%	100%	100%
	Responsible drinking messaging through packaging and brand activations	-	100%	100%	100%
	Run partnerships to support responsible consumption	-	-	Partnership with Drinkaware	Partnership with Drinkaware
 <b>ZERO ACCIDENTS CULTURE</b>	Lost-time accidents	0	0	76	55
	Lost-time accidents rate	0	0	35.9	50.4

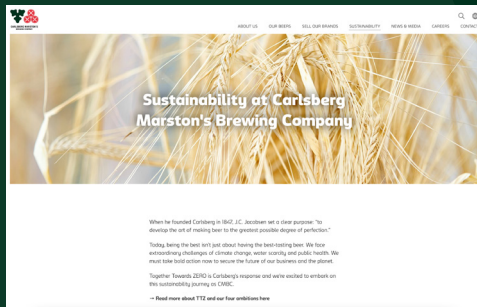
\*For 2030 and 2022 we contribute to Carlsberg Group TTZ targets



# FIND OUT MORE

## CMBC WEBSITE

Visit the CMBC website for more on our approach and progress on sustainability



## CARLSBERG GROUP ESG REPORT

Download Carlsberg Group's ESG Report for further details on our Together Towards Zero programme and progress



## SOCIAL MEDIA

Follow CMBC on Twitter and LinkedIn for regular updates on our work towards ZERO



[linkedin.com/company/cmbcuk](https://www.linkedin.com/company/cmbcuk)



[@cmbcuk](https://twitter.com/cmbcuk)

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