

SUSTAINABILITY RAW DATA



PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
ENVIRONMENTAL	AU	Production Volume	kL	550,985	515,885	Definition: <i>Volume of product manufactured</i>
	NZ	Production Volume	kL	155,867	142,196	Boundary: All sites in Australia, New Zealand and New Belgium Brewing in North America. The following entities are excluded: -Fermentum Pty Ltd -Lion Nathan USA -Bells Brewery Inc. -Lion Beer Spirits & Wine (UK) Ltd.
	Australia & New Zealand	Scope 1 emissions	kL	706,852	658,081	
	NBB	Production Volume	kL	111,305	121,546	
	GROUP	Production Volume	kL	818,157*	779,627*	
	AU	Scope 1 emissions	kgCO2e	32,916,449	32,164,329	
	NZ	Scope 1 emissions	kgCO2e	8,744,028	7,568,505	Boundary: All sites in Australia, New Zealand and New Belgium Brewing in North America. The following entities are excluded: -Fermentum Pty Ltd -Lion Nathan USA -Bells Brewery Inc. -Lion Beer Spirits & Wine (UK) Ltd.
	Australia & New Zealand	Scope 1 emissions	kgCO2e	41,660,477*	39,732,834*	
	NBB	Scope 1 emissions	kgCO2e	10,766,685	10,786,228	
	GROUP	Scope 1 emissions	kgCO2e	52,427,162*	50,519,062*	
	AU	Scope 2 emissions	kgCO2e	24,025,959	21,634,897	
	NZ	Scope 2 emissions	kgCO2e	2,098,538	2,065,487	Boundary: All sites in Australia, New Zealand and New Belgium Brewing in North America. The following entities are excluded: -Fermentum Pty Ltd -Lion Nathan USA -Bells Brewery Inc. -Lion Beer Spirits & Wine (UK) Ltd.
	Australia & New Zealand	Scope 2 emissions	kgCO2e	26,124,497*	23,700,384*	
	NBB	Scope 2 emissions	kgCO2e	8,071,735	7,032,277	
	GROUP	Scope 2 emissions	kgCO2e	34,196,232*	30,732,661*	
	AU	GHG emissions intensity	kgCO2e / kL	103.3	104.3	
	NZ	GHG emissions intensity	kgCO2e / kL	69.6	67.8	Definition: <i>GHG emissions intensity = Scope 1 and 2 emissions / Production volume</i> Boundary: All sites in Australia, New Zealand and New Belgium Brewing in North America. The following entities are excluded from 2021 scope: -Fermentum Pty Ltd -Lion Nathan USA -Bells Brewery Inc. -Lion Beer Spirits & Wine (UK) Ltd.
	Australia & New Zealand	GHG emissions intensity	kgCO2e / kL	95.9*	96.4*	
NBB	GHG emissions intensity	kgCO2e / kL	168.9	146.6		
GROUP	GHG emissions intensity	kgCO2e / kL	105.9 *	96.4*		

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
	AU	Total water usage	kL	2,202,570	1,996,386	Definition: Water consumed in the manufacturing process. Boundary: All sites in Australia and New Zealand. Irrigation water is excluded,
	NZ	Total water usage	kL	486,379	519,169	
	Australia & New Zealand	Total water usage	kL	2,688,949*	2,515,555*	
	NBB	Total water usage	kL	455,713	517,013	
	GROUP	Total water usage	kL	3,144,662 *	3,032,568*	
	GROUP	Water usage intensity	kL / kL	3.84*	3.50*	Definition: Water usage intensity = Total water usage / Total production Boundary: Four major manufacturing sites in Australia and New Zealand (Tooheys, XXXX, Boags and The Pride NZ) plus West End which closed during reporting period. West End will no longer be included in reporting going forward.
	Australia & New Zealand	% of renewable electricity used	%	N/A	23*	Definition: Electricity from on-site solar, off-site solar and biogas cogeneration. Boundary: All sites in Australia and New Zealand.
Australia & New Zealand	% of recycled content in packaging	%	45-49*	52*	Definition: Average recycled content in packaging (by weight). Boundary: All sites in Australia and New Zealand.	
SOCIAL	GROUP	Community investment	\$	3,793,879*	2,841,219*	Definition: Total cash, time, in-kind and management costs invested in the community as verified by B4SI. Boundary: All sites in Australia, New Zealand, UK and USA.
	AU	Age Breakdown	<20	3	2	Boundary: All sites in Australia, New Zealand, UK and USA.
	AU	Age Breakdown	20-29	80	59	
	AU	Age Breakdown	30-39	292	228	

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
	AU	Age Breakdown	40-49	213	186	Permanent and Fixed Term employees are included. Casuals and External Contractors are excluded.
	AU	Age Breakdown	50-59	84	92	
	AU	Age Breakdown	60-69	20	17	
	AU	Age Breakdown	70+	3	3	
	AU	Age Breakdown	Other	0	0	
	NZ	Age Breakdown	<20	27	28	
	NZ	Age Breakdown	20-29	255	190	
	NZ	Age Breakdown	30-39	212	139	
	NZ	Age Breakdown	40-49	155	103	
	NZ	Age Breakdown	50-59	71	64	
	NZ	Age Breakdown	60-69	20	19	
	NZ	Age Breakdown	70+	6	5	
	NZ	Age Breakdown	Other	1	4	
	Lion Corporate Functions	Age Breakdown	<20	1	4	
	Lion Corporate Functions	Age Breakdown	20-29	113	132	
	Lion Corporate Functions	Age Breakdown	30-39	443	474	
	Lion Corporate Functions	Age Breakdown	40-49	431	450	
	Lion Corporate Functions	Age Breakdown	50-59	299	292	
	Lion Corporate Functions	Age Breakdown	60-69	93	92	
	Lion Corporate Functions	Age Breakdown	70+	2	2	
	Lion Corporate Functions	Age Breakdown	Other	1	2	

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
	LLWB	Age Breakdown	<20	1	6	
	LLWB	Age Breakdown	20-29	44	45	
	LLWB	Age Breakdown	30-39	48	30	
	LLWB	Age Breakdown	40-49	78	66	
	LLWB	Age Breakdown	50-59	11	16	
	LLWB	Age Breakdown	60-69	3	8	
	LLWB	Age Breakdown	70+	0	1	
	LLWB	Age Breakdown	Other	19	13	
	GROUP	Age Breakdown	<20	32*	40*	
	GROUP	Age Breakdown	20-29	492*	426*	
	GROUP	Age Breakdown	30-39	995*	871*	
	GROUP	Age Breakdown	40-49	877*	805*	
	GROUP	Age Breakdown	50-59	465*	464*	
	GROUP	Age Breakdown	60-69	136*	136*	
	GROUP	Age Breakdown	70+	11*	11*	
	GROUP	Age Breakdown	Other	21*	19*	
	AU	% teams that meet gender diversity target	%	22.0	22.6	
	NZ	% teams that meet gender diversity target	%	21.1	44.0	
	Lion Corporate Functions	% teams that meet gender diversity target	%	33.0	33.4	

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
	GROUP	% teams that meet gender diversity target	%	22.0	26.5*	
	AU	Gender Pay Gap	%	0.6%	1.8%	Definition: Ratio of the average basic salary and remuneration of women to men.
	NZ	Gender Pay Gap	%	-1.8%	1.6%	Boundary: All sites in Australia and New Zealand. Permanent and Fixed Term employees are included. Casuals and External Contractors are excluded.
	Lion Corporate Functions	Gender Pay Gap	%	-1.0%	-0.4%	
	Australia & New Zealand	Gender Pay Gap	%	-0.7%	0.7%*	
	Australia & New Zealand	Percentage of high-priority suppliers with a risk assessment (SEDEX)	%	98%*	100%*	Definition: High-priority suppliers^ with a completed SEDEX self-assessment questionnaire. ^As deemed by Lion based on risk segmentation Boundary: All sites in Australia and New Zealand.
	Australia & New Zealand	Completion rate for Respect at Lion training	%	N/A	92%*	Definition: Employee completion rate of Respect at Lion (Inclusion & Diversity) training course Boundary: All sites in Australia and New Zealand.
	Australia & New Zealand	Spend on diverse suppliers	\$	N/A	1,561,328*	Definition: Spend on certified diverse suppliers (indigenous-owned; Maori & Pasifika-owned, women-owned, Social enterprises, Disability enterprises, BCORP). Boundary: All sites in Australia and New Zealand.
Australia & New Zealand	Completion rate for Modern Slavery training	%	N/A	33%*	Definition: Employee completion rate of face-to-face and online Modern Slavery training course Boundary: All sites in Australia and New Zealand	

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
	Australia & New Zealand	Number of people reached internally through Gotcha4Life mental resilience training	#	N/A	321*	Definition: Number of unique employees who attended Gotcha4Life training sessions and seminars Boundary: All sites in Australia and New Zealand.
GOVERNANCE	New Zealand	Alcohol&Me online modules completed in New Zealand	#	38,651*	47,101*	Definition: Alcohol&Me online modules completed by external stakeholders in New Zealand. Boundary: New Zealand.
	Australia & New Zealand	Incidents of non-compliance with labelling codes	#	0	0*	Definition: Number of incidents of non-compliance with regulation and/or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship. Boundary: All sites in Australia and New Zealand.
	AU	TRIFR	-	2.26	1.73	Definition: Total recordable injury frequency rate = Total Recordable Injuries / Worked Hours x 1,000,000
	NZ	TRIFR	-	3.96	0	
	Supply Chain	TRIFR	-	3.78	5.63	Where Total Recordable Injuries = Lost Time Injuries + Medical Treatment Injuries
	Lion Corporate Functions	TRIFR	-	1.03	0	Boundary: All sites in Australia and New Zealand.
	GROUP	TRIFR	-	2.9*	2.48*	
	AU	LTIFR	-	1.50	1.73	Definition: Lost time injury frequency rate = Total Lost Time Injuries / Worked Hours x 1,000,000
	NZ	LTIFR	-	2.37	0	
	Supply Chain	LTIFR	-	1.26	1.69	Boundary: All sites in Australia and New Zealand.
	Lion Corporate Functions	LTIFR	-	1.03	0	
	GROUP	LTIFR	-	1.5*	1.03*	
	AU	Total safety training hours	hours	1,858	1,158	

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION	
	Lion Corporate Functions	Total safety training hours	hours	14,557	11,200	Definition: Total hours of online safety training modules completed by employees Boundary: All sites in Australia and New Zealand.	
	NZ	Total safety training hours	hours	1,267	659		
	LLWB	Total safety training hours	hours	-	56		
	GROUP	Total safety training hours	hours	17,682*	13,073*		
	AU	% of mandatory safety training completed on time	%	96.3%	99.1%	Definition: Mandatory courses are: a) Fitness for work (110036) and b) Safety Essential (SE-01) Boundary: All sites in Australia and New Zealand. Permanent, Fixed Term and Labour Hire employees are included. Casuals and External Contractors are excluded.	
	NZ	% of mandatory safety training completed on time	%	93.5%	95.2%		
	Supply Chain	% of mandatory safety training completed on time	%	99.2%	97.9%		
	LLWB	% of mandatory safety training completed on time	%	100.0%	100.0%		
	GROUP	% of mandatory safety training completed on time	%	97%*	96.7%*		
	AU	Warnings, fines or penalties for non-compliance with safety standards	#	N/A	0		Definition: Number of warnings, fines or penalties for non-compliance with safety standards Boundary: All sites in Australia and New Zealand.
	NZ	Warnings, fines or penalties for non-compliance with safety standards	#	N/A	0		
	Australia & New Zealand	Warnings, fines or penalties for non-compliance with safety standards	#	N/A	0*		
	AU	Adverse anti bribery and corruption regulator investigations, proceedings or findings	#	N/A	0	Definition: Number of adverse anti bribery and corruption regulator investigations, proceedings or findings Boundary: All sites in Australia and New Zealand.	
	NZ	Adverse anti bribery and corruption regulator investigations, proceedings or findings	#	N/A	0		

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PILLAR	LEVEL	KPI	UNIT	2020	2021	KPI BOUNDARY/DEFINITION
	Australia & New Zealand	Adverse anti bribery and corruption regulator investigations, proceedings or findings	#	N/A	0*	
	Australia & New Zealand	Completion rate for anti-bribery and corruption compliance module	%	N/A	96%*	Definition: Employee completion rate of online anti-bribery and corruption compliance module Boundary: All sites in Australia and New Zealand.
	AU	Losses due to regulatory & legal proceedings	\$	N/A	0	Definition: Losses due to regulatory & legal proceedings
	NZ	Losses due to regulatory & legal proceedings	\$	N/A	0	Boundary: All sites in Australia and New Zealand.
	Australia & New Zealand	Losses due to regulatory & legal proceedings	\$	N/A	0*	
	AU	Breaches of liquor licences or liquor licensing legislation	#	N/A	0	Definition: Number of breaches of liquor licences or liquor licensing legislation
	NZ	Breaches of liquor licences or liquor licensing legislation	#	N/A	0	Boundary: All sites in Australia and New Zealand.
	Australia & New Zealand	Breaches of liquor licences or liquor licensing legislation	#	N/A	0*	

Notes:

- * These values have been subject to limited assurance by KPMG
- N/A** Data not available for 2020 as this is a new metric reported for the first time in 2021
- AU** Refers to Lion Australia
- NZ** Refers to Lion New Zealand
- NBB** Refers to New Belgium Brewing
- LLWB** Refers to Lion Little World Beverages