

Burberry Beyond
Responsibility Data Appendix
FY 2022/23

BURBERRY

About this appendix

We report on our environmental and social responsibility performance and progress within our Annual Report 2022/23. This Responsibility Data Appendix supplements our Annual Report disclosures by providing more detailed performance data. It also summarises how our reporting aligns with external frameworks including the UN Sustainable Development Goals and the Sustainability Accounting Standards Board (SASB).

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Burberry Beyond

We are committed to working towards creating a more sustainable future for luxury and beyond. As a brand with a deep affinity for the outdoors, we strive to act responsibly with respect to the environment, the communities in which we operate and those employed within our business and wider supply chain.

Since the late nineteenth century, Burberry has enabled explorers as they traversed the globe, opening new spaces and widening knowledge of the planet as they went. Today, Burberry is empowering our people and working with our communities around the world to find innovative solutions to secure a better future for our planet and the generations to come.

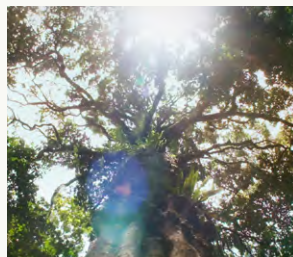


Our Responsibility Strategy

Our latest Responsibility strategy, Burberry Beyond, encompasses everything we do across our Company, our supply chain and our communities to create a better world for the next generation.

Burberry Beyond | Strategic priorities

As the modern British luxury brand, we are committed to acting responsibly as a business to achieve our goals. We have set ambitions across four priorities, supported by 12 targets against which we track progress to create lasting change:



Product

Responsible craftsmanship



1. Sourcing certified key raw materials
2. Embedding circular business models
3. Eliminating plastic packaging

[Read more on page 5](#)

Planet

Become climate positive



1. Reducing our scope 1, 2 and 3 emissions
2. Embedding sustainable manufacturing processes across our supply chain
3. Protecting nature

[Read more on page 11](#)

People

Champion Diversity, Equity and Inclusion, and wellbeing across our Group's value chain



1. Being an inclusive luxury brand
2. Increasing representation
3. Ethical trading
4. Wellbeing in the supply chain

[Read more on page 19](#)

Communities

Positively impact young people



1. Empowering young people to create better futures
2. Increasing volunteering opportunities

[Read more on page 23](#)

About our data

Our approach to reporting

Our full Environmental and Social Responsibility report is integrated into our Annual Report 2022/23. This covers details of our environmental and social responsibility strategy, governance, performance and progress against our targets.

This Data Appendix supplements our Annual Report by providing more detailed performance data. It also summarises how our reporting aligns with external frameworks, including the UN Sustainable Development Goals and the Sustainability Accounting Standards Board (SASB).

Alongside these disclosures, we comply with reporting regulations on climate change. We publish a climate-related financial disclosure consistent with the Taskforce for Climate-related Financial Disclosures (TCFD) (see pages 94-111 of our Annual Report 2022/23) to comply with The Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022 and FCA Listing Rule 9.8.6R(8). We publish UK energy and carbon data (page 60 of our Annual Report 2022/23) to comply with the UK's Streamlined Energy and Carbon Reporting requirements.

We also publish a Transparency in the Supply Chain and Modern Slavery Statement on our website on an annual basis, in accordance with the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010.

We are also working to prepare for new reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD) that will apply in future years.

Scope of data

Our responsibility performance data for FY 2022/23 covers our global operations, including the UK, Europe & Middle East (EMEIA), Asia Pacific (APAC) and the Americas. Data is based on the period 1 April 2022 to 31 March 2023, unless where otherwise stated.

For the avoidance of doubt, the Company's financial accounting period is from 3 April 2022 to 1 April 2023. However, references to FY 2022/23 for the KPIs included in this Data Appendix refer to the period 1 April 2022 to 31 March 2023.

We publish a separate Basis of Reporting document which provides further details of the scope of our data and targets as well as any assumptions or exclusions that apply. Further details of our carbon data reporting methodology are also contained in our Annual Report 2022/23 (page 60).

We have added footnotes to the data tables on subsequent pages to explain any significant estimates or assumptions we have made.

During FY 2022/23, we did not have any business acquisitions or disposals which significantly impacted our progress during the year.

Product



For over a century and a half, we have carefully crafted products that are made to last. From the materials we use, to the aftercare services we provide, we are committed to increasing the longevity of our pieces for our customers. We are consistently improving and innovating our manufacturing processes.

Working across our value chain, we are focused on sourcing certified and traceable key raw materials, embedding circular business models and eliminating plastic from our packaging.



Sourcing certified key raw materials

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Circular business models

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Sustainable Packaging

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Sourcing certified key raw materials

Progress against targets

Target	Progress in FY 2022/23
Source certified key raw materials 100% of key raw materials in our products to be certified and traceable by FY 2029/30 ¹ . This includes:	
• 100% certified organic cotton	• 31% of our cotton was certified organic in FY 2022/23
• 100% certified recycled nylon and polyester	• 44% of our nylon and polyester was certified recycled in FY 2022/23
• 100% Canopy Green Shirt rated viscose	• 100% of our viscose was Canopy Green Shirt rated in FY 2022/23
• 100% certified wool	• 46% of wool in soft accessories and knits was certified in FY 2022/23
• 100% of our leather from certified tanneries	• 96% of our leather was from certified tanneries in FY 2022/23
• 100% of our virgin feather and down to be maintained as responsibly sourced	• Maintained 100% of our virgin feather and down certified to the Responsible Down Standard.
• 100% of key raw materials in our products to be traceable (to country level as a minimum)	• Commenced traceability pilot using traceability tool and plan to extend this trial to other supply chain partners in FY 2023/24.

Note: Vendors and suppliers that represent less than 0.1% of total units of products delivered to Burberry in one year, will not be included in the raw material reporting. All suppliers and vendors onboarded or exited throughout the financial year will not be included in the reporting. For suppliers or vendors to be exited, they have to be informed by the end of Q3 of the relevant financial year to be excluded. Out of scope product categories include: uniforms, point of sale products, VIP, limited edition collaboration products, runway, and any products manufactured by a licensee.

1. In FY 2022/23, we developed internal action plans and created working groups to govern the data required to meet these raw material targets. Based on this work, we have revised the time horizon for meeting these targets from FY 2025/26 to FY 2029/30 to align with our traceability project delivery. This decision was approved by the Board.

Detailed data

Cotton	2022/23	2021/22	2020/21
Cotton – percentage of products with cotton as main material	50%	52%	58%
Percentage of certified organic cotton	31%	n/a*	n/a*

Note: Percentage of products by volume. Based on cotton consumption in our products. Applies to all main materials and main linings, including blends where 50% or more of the composition within the material is cotton. Accepted certifications include Global Organic Textile Standard (GOTS) or Organic Content Standard (OCS). Detailed methodology for our organic cotton target can be found in our Basis of Reporting.

* Our previous target was to procure 100% of our cotton more sustainably by the end of FY 2021/22. We have since evolved this target to be 100% certified organic cotton by FY 2029/30, making FY 2022/23 the first year with disaggregated data for % certified organic cotton.

Nylon	2022/23	2021/22	2020/21
Nylon – percentage of products with nylon as main material	7%	7%	6%
Percentage of certified recycled nylon	27%	24%	14%

Note: Percentage of products by volume. Scope of target applies to main material or >50% fabric blend composition. Accepted certifications include Global Recycled Standard (GRS) or Recycled Claim Standard (RCS). Minimum of fabric level, or yarn level where there is no fabric e.g., knits.

Polyester	2022/23	2021/22	2020/21
Polyester – percentage of products with polyester as main material	10%	8%	7%
Percentage of certified recycled polyester	48%	12%	7%

Note: Percentage of products by volume. Scope of target applies to main material or >50% fabric blend composition. Accepted certifications include Global Recycled Standard (GRS) or Recycled Claim Standard (RCS). Minimum of fabric level, or yarn level where there is no fabric e.g., knits.

Viscose	2022/23	2021/22	2020/21
Viscose – percentage of products with viscose as main material	0.45%	0.49%	0.65%
Percentage of viscose Canopy 'Green Shirt' rated	100%	98%	n/a*

Note: Percentage of products by volume. Scope of target applies to main material, trims and linings. Accepted certification includes 'Green Shirt' rated in the Canopy Hot Button Report.

* Our commitment to source 100% of our viscose from Canopy 'Green Shirt' rated suppliers was made in FY 2020/21. Therefore, certification data is not applicable for this financial year.

Responsibility Data Appendix | **Product**

Wool	2022/23	2021/22	2020/21
Wool – percentage of products with wool as main material	9%	8%	8%
Percentage of certified wool (softs & knits)	46%	n/a*	n/a*

Note: Percentage of products by volume. Scope of target applies to main material or >50% fabric blend composition. Accepted certification includes Responsible Wool Standard (RWS), Merino Natural Fibre & Nativa Precious Fibre, Global Recycling Standard (GRS), & Recycled Claim Standard (RCS).

* FY 2022/23 is the first year we are reporting certified wool, therefore the data for previous financial years is not applicable.

Leather	2022/23	2021/22	2020/21
Leather – percentage of products with leather as main material	10%	8%	7%
Percentage of certified leather	96%	92%	80%

Note: Percentage of products by volume. Scope of target applies to main material and shoe linings. Accepted certification includes leather from tanneries certified by the accumulation of one environmental certification (Leather Working Group (LWG) or ISO14001) and one traceability certification (LWG or ICEC 410/412), underpinned by a social compliance certification (SA8000, UNIC Code of Conduct, Burberry audit, other brand's audit).

Feather & down	2022/23	2021/22	2020/21
Feather & down – percentage of products containing feather & down	7%	5%	5%
Percentage of feather & down certified Responsible Down Standard (RDS)	100%	100%	100%

Note: Percentage of products by volume. Scope of target applies to virgin down and feathers used for fillings. Accepted certification includes Responsible Down Standard (RDS) for all raw material suppliers, vendors and subcontractors.

Note: Only raw materials with certification targets to FY 2029/30 are included in this Data Appendix, meaning that the aggregate percentage of all materials referenced does not equal 100%.

Circular business models

Progress against targets

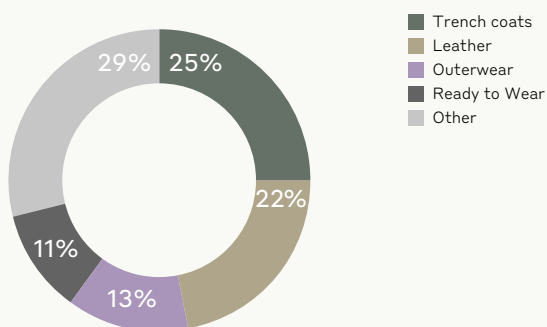
Target	Progress in FY 2022/23
Embed circular business models	
<ul style="list-style-type: none"> Continue to evolve our aftercare offer and trial new circular business models 	<ul style="list-style-type: none"> In FY 2022/23, we launched three new circular business model trials¹ alongside the expansion of our existing services By the end of FY 2022/23, over 300 stores across 33 countries and territories offered one or more aftercare services. Nearly 45,000 products were repaired or refreshed using our aftercare offer during the year

1. Trials involve pilot programmes running for a minimum of 3 months.

Detailed data

Products repaired or refreshed	2022/23
Number of stores offering repair services	332
Number of stores offering Refresh services	146
Total number of products repaired using our aftercare offer	42,457
Total number of products refreshed using our aftercare offer	1,920
Breakdown of products repaired using our aftercare offer:	
Trench coats	10,662
Leather	9,385
Outerwear	5,509
Ready to Wear	4,638
Other	12,263

Products repaired using our aftercare offer



Sustainable packaging

Progress against targets

Target	Progress in FY 2022/23
Eliminate plastic packaging	
<ul style="list-style-type: none"> Eliminate plastic from our consumer packaging by FY 2025/26 Eliminate unnecessary plastics used in operational packaging and maximise recycled content (with at least 50% of plastic to be made from fully recycled content) by FY 2029/30 	<ul style="list-style-type: none"> Removing plastic lamination from retail bags and gift boxes so they are now made with paper-based materials, which are widely recyclable and reusable Replacing polyester ribbons with cotton Began rolling out plastic-free dust bags, garment covers and swing tickets without plastic tag locks Our oak and pistachio papers are certified by the Forest Stewardship Council™ and consist of a minimum 40% post-consumer recycled content

Detailed data

Business-to-Consumer packaging with recycled content above 20%



Business-to-Business¹ packaging with recycled content above 20%



1. Business-to-Business is operational packaging

Note: Based on tonnage of packaging

Planet



The climate crisis, water security and biodiversity loss are significant challenges faced by businesses and society at large. Our ability to deliver on our climate and nature commitments over the coming years will determine the long-term success of our business, so it is vital that we play our part. We aim to be Climate Positive by 2040 and we have set science-based targets to reduce absolute emissions across our own operations and value chain. We are also committed to protecting nature and ensuring our product footprint does not contribute to deforestation.



Carbon footprint

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Sustainable manufacturing

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Protecting nature

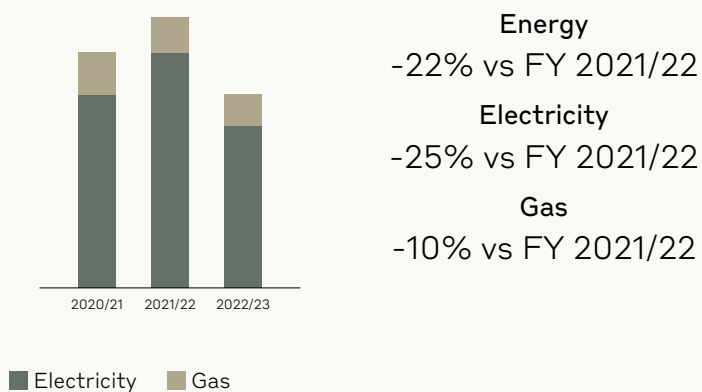
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Carbon footprint

Progress against targets

Target	Progress in FY 2022/23
Reduce our Scope 1, 2 and 3 emissions	
<ul style="list-style-type: none"> Across own operations, we are committed to reducing absolute Scope 1 and 2 GHG emissions by 95% by FY 2022/23 from a FY 2016/17 base year and to maintain this year on year from FY 2022/23 through FY 2039/40 	<ul style="list-style-type: none"> In FY 2022/23, we achieved a 93% reduction in scope 1 and 2 emissions from a FY 2016/17 base year, meaning we have not met our target of 95% this year. We will undertake energy audits across our operations through the first half of FY 2023/24 to identify opportunities to reach our target
<ul style="list-style-type: none"> Across our extended supply chain, we aim for a 46% reduction in Scope 3 carbon emissions by FY 2029/30 and a 90% reduction by FY 2039/40 (from FY 2018/19) 	<ul style="list-style-type: none"> 40% reduction in scope 3 emissions from a FY 2018/19 base year.
<ul style="list-style-type: none"> Become climate positive by FY 2039/40 by neutralising residual emissions through carbon removal projects 	<ul style="list-style-type: none"> We continue to expand our support for regenerative agriculture practices within our supply chain, building our capacity to identify future carbon removal opportunities In partnership with PUR we are working with our wool producers in Australia to promote regenerative farming practices. The project was piloted in 2021 and was extended to cover 12 farms in 2023.

Energy (kWh) used in our own operations



Detailed data

Total carbon footprint	2022/23	2021/22	2020/21	2019/20	2018/19 (baseline year)
Total scope 1, 2 & 3 emissions (market-based) (Tonnes CO ₂ e)	458,649	514,721	–	–	760,436
Scope 1, 2 & 3 emissions intensity (Tonnes CO ₂ e per £1,000,000 sales revenue)	148	182	–	–	279

Own operations carbon footprint (scope 1 & 2)	Current reporting year 2022/23		Reporting year 2021/22		Reporting year 2020/21	
	Global	UK and offshore only	Global	UK and offshore only	Global	UK and offshore only
Total energy including: purchase of electricity, the operation of any facility, combustion of fuel for facilities and vehicles/kWh	56,262,614	15,518,973	72,548,109	18,517,153	63,113,580	20,826,276
Combustion of fuel and operation of facilities (scope 1)/tCO ₂ e	1,585	1,082	1,768	1,311	2,089	1,478
Combustion of fuel from owned or leased transport (scope 1)/tCO ₂ e	82	2	67	1	66	0
Electricity purchased and used for operations (scope 2, location-based)/tCO ₂ e	17,692	1,872	25,866	2,390	20,563	2,934
Total emissions location based (scope 1 & 2)/tCO ₂ e	19,359	2,956	27,701	3,702	22,718	4,412
Electricity purchased and used for operations (scope 2, market-based)/tCO ₂ e	0	0	0	0	1,917	0
Total emissions (scope 1 & 2, market-based)/tCO ₂ e	1,667	1,084	1,835	1,312	4,072	1,478
Total emissions offset by Verified Emissions Reduction Certificates/ tCO ₂ e	1,667	1,084	1,835	1,312	2,081	1,478
Scope 1 and 2 intensity (location-based tCO ₂ e per £1,000,000 sales revenue)	6.3	n/a	9.8	n/a	9.7	n/a
Percentage of energy from renewable sources	84%	62%	86%	61%	76%	61%

Burberry applies an operational control approach to defining its organisational boundaries. Data is reported for sites where it is considered that Burberry has the ability to influence energy management. Data is not reported for sites where Burberry has a physical presence but does not influence the energy management for those sites, such as a concession within a department store. Overall, the emissions inventory reported equates to 100% of our net selling space square footage. Burberry uses the Greenhouse Gas Protocol (using a location- and market-based approach to reporting scope 2 emissions) to estimate emissions and applies conversion factors from UK BEIS, IEA and RE-DISS. All material sources of emissions are reported. Refrigerant gases were deemed not material and are not reported. Market-based emissions globally and for the UK relating to purchased electricity within our operations (scope 2) are stated as zero due to us procuring an amount of renewable electricity equivalent to 100% of our annual consumption. Combustion of fuel use from owned or leased transport is reported from FY 2018/19 onward. GHG emissions data reported is based on the period from 1 April 2022 to 31 March 2023. For the avoidance of doubt, the Company's financial accounting period is from 3 April 2022 to 1 April 2023. However, references to FY 2022/23 for the selected KPIs included in the Responsibility section of Burberry's Annual Report 2022/23 refer to the period 1 April 2022 to 31 March 2023.

Energy – own operations	2022/23	2021/22	2020/21
Total electricity (kWh)	47,332,576	62,696,361	51,534,378
Percentage of electricity from renewable sources	100%	100%	92.6%
Total gas (kWh)	8,681,523	9,650,053	11,363,336
Total fuel from owned or leased transport (kWh)	248,515	201,696	215,865
Total energy* (kWh)	56,262,614	72,548,109	63,113,580
Percentage of energy from renewable sources	84%	86%	76%
Energy efficiency (energy relative to net selling space) (kWh/sq. ft)	16.26	20.78	17.23

* Includes purchase of electricity, the operation of any facility, and combustion of fuel for facilities and vehicles.

Energy – by facility type (kWh)	2022/23	2021/22	2020/21
Internal manufacturing	6,540,272	7,956,102	9,341,374
Distribution centres	5,591,380	5,511,547	6,095,481
Stores	36,180,195	50,721,695	39,808,844
Offices	7,702,252	8,157,069	7,652,015
Total energy*	56,014,099	72,346,413	62,897,714

* Includes energy from facilities only; excludes energy from vehicles.

Value chain carbon footprint (scope 3) (Tonnes Co2e)	2022/23	2021/22	2018/19 (baseline)
Cat 1: Purchased goods & services	358,392	399,973	621,110
Cat 2: Capital goods	29,834	38,027	34,074
Cat 3: Fuel- and energy-related activities (not included in scope 1 & 2)	4,456	7,909	4,625
Cat 4: Upstream transportation & distribution	41,128	47,274	64,624
Cat 5: Waste generated in operations	3,337	6,453	11,443
Cat 6: Business travel	4,187	1,342	6,907
Cat 7: Employee commuting	1,427	1,954	4,784
Cat 8: Upstream leased assets	n/a*	n/a*	n/a*
Cat 9: Downstream transportation & distribution	3,117	n/a*	n/a*
Cat 10: Processing of sold products	n/a*	n/a*	n/a*
Cat 11: Use of sold products	n/a*	n/a*	n/a*
Cat 12: End-of-life treatment of sold products	1,445	1,432	2,059
Cat 13: Downstream leased assets	n/a*	n/a*	n/a*
Cat 14: Franchises	9,659	8,879	8,917
Cat 15: Investments	n/a*	n/a*	n/a*
Scope 3 total	456,982	513,243	758,542

* n/a – not applicable and excluded from Scope 3.

Further details of our carbon data reporting methodology are contained in our Annual Report 2022/23 on page 60 and our Basis of Reporting document.

Embedding sustainable manufacturing processes across our supply chain

Progress against targets

Target	Progress in FY 2022/23
Embed sustainable manufacturing processes across our supply chain	
<ul style="list-style-type: none"> Continue to extend our sustainable manufacturing initiatives – covering energy, water and waste – both within our own manufacturing and across our supply chain 	<ul style="list-style-type: none"> Energy – 73% finished goods vendors globally used electricity from renewable sources. Water – We assessed 84% of our raw material suppliers and finished goods vendors in relation to their water resilience. The overall percentage of product delivered by green-rated raw material suppliers increased from 14% to over 45%. Chemicals – Rated Aspirational by ZDHC for second consecutive year. Waste – 33 finished goods vendors globally took part in our waste reduction and recycling programme in FY 2022/23 Operational waste¹ - In FY 2022/23, 99.5% of our waste from key operational sites was diverted from landfill

1. Operational waste consists of dry mixed recycling (cardboard, plastic, paper), confidential paper, general waste, organic waste, glass, wood, and metal leftover materials. 10.54 tonnes of operational waste was sent to landfill in FY 2022/23.

Detailed data

Supply chain water		2022/23		2021/22		2020/21
Water assessment of key supply chain partners	Raw Material Suppliers	Finished Goods Vendors	Raw Material Suppliers	Finished Goods Vendors	Raw Material Suppliers	Finished Goods Vendors
Supply chain coverage	86.3%	81.2%	78%	72%	51%	38%
Green/Excellent	45.7%	27.8%	14%	11%	3.5%	6%
Amber	24.7%	43.5%	37.5%	42%	9.5%	22%
Red/Hotspot	12.1%	10.0%	26%	19%	38%	9%

Note: Figures are weighted based on % product units delivered.

Supply chain chemicals		2022/23		2021/22	
Chemical assessment of key supply chain partners		Raw Material suppliers	Finished Goods vendors	Raw Material suppliers	Finished Goods vendors
Percentage of products delivered by suppliers assessed against the ZDHC supplier to zero programme requirements		82.43%	90.53%	n/a*	n/a*
Percentage of products delivered by suppliers rated foundational by the ZDHC supplier to zero programme requirements		36.21%	32.13%	n/a*	n/a*
Percentage of products delivered by suppliers rated progressive by the ZDHC supplier to zero programme requirements		46.22%	58.40%	n/a*	n/a*
Percentage of products delivered by suppliers rated aspirational by the ZDHC supplier to zero programme requirements		0%	0%	n/a*	n/a*
Percentage of product delivered by supply chain partners who have disclosed their waste water testing as per the ZDHC Wastewater Guidelines		69.45%	n/a	59.52%	n/a
Share of ClearStream test reports with no MRSL detections		53%	n/a ¹	57%	n/a ¹
Percentage of product from partners with a ZDHC Qualified Chemical Manager		76.27%	77.46%	72.73%	74.53%

1. ClearStream adherence is recorded for raw material suppliers only.

* Supplier to Zero data is unavailable for FY 2021/22 due to the transition from our previous internal rating system to the ZDHC Supplier to Zero programme taking place within this financial year.

Protecting nature

Progress against targets

Target	Progress in FY 2022/23
Protecting nature	
<ul style="list-style-type: none"> Contribute to sustainable management of natural forests and support zero deforestation across our products and supply chain by FY 2025/26 	<ul style="list-style-type: none"> 93% of all paper-based packaging procured in FY 2022/23 was FSCTM certified¹. 100% of our viscose is Green Shirt rated in the Canopy Hot Button Report 96% of our leather was from certified tanneries in FY 2022/23 Continued commitment to not sourcing any leather from high-risk countries and have started a raw materials traceability programme.

1. In order to calculate the percentage of FSCTM-certified paper-based packaging, we have relied on the accuracy of the information supplied to us by our nominated packaging suppliers regarding the value of certified paper packaging sold to Burberry.

Detailed data

- Viscose – see data on page 7
- Leather – see data on page 8

People



Together, we open spaces for creativity to flourish by prioritising our people's wellbeing and being an open, inclusive and caring employer. By listening to, valuing and amplifying the voices of our people around the world, we ensure Burberry reflects the rich diversity of our customers and our communities and fosters a culture of true inclusion and belonging.

We are committed to supporting our people, both within Burberry and across our value chain. From workers' wellbeing, to driving progress towards our diversity, equity and inclusion ambitions, we collaborate closely with partners and colleagues to build a more inclusive future where creativity can thrive.



Diversity, Equity and inclusion

Progress against targets 20

Ethical trading and wellbeing in the supply chain

Progress against targets 21

Detailed data 22

Diversity, equity and inclusion

Progress against targets

Target	Progress in FY 2022/23
Being a luxury brand which is inclusive of all	
<ul style="list-style-type: none"> Achieve a 95% completion rate globally for Episodes 1 and 2 of our online Diversity, Equity and Inclusion learning journey 	<ul style="list-style-type: none"> 90% of colleagues have completed episode 1 and 96% of colleagues have completed episode 2
Increase representation	
<ul style="list-style-type: none"> Ensure shortlists across all recruitment campaigns are gender balanced Aim to increase hiring representation to 25% ethnic minority candidates in the UK Aim to increase hiring representation to 25% Black/African-American candidates in the US 	<ul style="list-style-type: none"> FY 2022/23, shortlists across all recruitment campaigns consisted of 60% female, 38% male and 2% 'other' candidates¹ In FY 2022/23, hiring representation in the UK consisted of 39.5%² ethnic minority candidates In FY 2022/23, hiring representation in the US consisted of 16% Black/African-American candidate

1. These values are based on candidates who chose to voluntarily disclose.

2. This data excludes those who choose not to disclose their ethnicity, which is c.33% of total UK hires.

Please see our most recent Gender and Ethnicity Pay Gap report on [Burberryplc.com](https://www.burberryplc.com) and pages 72-77 of our Annual Report 2022/23 for detailed information.

Ethical trading & wellbeing in the supply chain

Progress against targets

Target	Progress in FY 2022/23
Ethical trading	
<ul style="list-style-type: none"> Continue to ensure our responsible sourcing standards and audit requirements are upheld by partners across our supply chain (this applies to finished goods vendors and key raw material suppliers). 	<ul style="list-style-type: none"> 98% of our finished goods suppliers proved in line with our responsible sourcing standards We conducted 449 audits and 19 engagement activities across our finished goods and raw material supply chains
<ul style="list-style-type: none"> Extend our flagship capacity building programme to help our key vendors of finished goods introduce and manage their own ethical trading monitoring programmes. 	<ul style="list-style-type: none"> Our Vendor Ownership Programme is now in place at 22 vendors reaching over 16,500 workers across 252 subcontractors; an increase of 3% compared with FY 2021/22
Wellbeing in the supply chain	
<ul style="list-style-type: none"> Extend our Supply Chain Engagement Programme to further advance wellbeing, livelihoods, inclusivity and worker voice across our supply chain 	<ul style="list-style-type: none"> Our Wellbeing Programme reached 15 key manufacturing facilities and finished goods vendors, and has impacted over 5,000 workers globally Burberry-sponsored worker hotlines are in place across 38 factories in our supply chain, covering more than 27,000 workers, an increase from 19,000 workers in FY 2021/22

Worker hotlines

502

calls to Burberry-sponsored worker hotlines

38

factories covered by worker hotlines

27,000

workers covered by worker hotlines

Detailed data

Workers in our supply chain	2022/23
Number of workers in the supply chain*	56,073 ¹
Percentage of female workers*	68%
Percentage of male workers*	32%

1. This refers to the number of workers employed by the facilities in our finished goods supply chain..

* These KPIs were collected for the first time in FY2022/23.

Ethical audits and assessments	2022/23	2021/22	2020/21
Number of onsite ethical audits carried out in the year (full audit onsite, follow up audit onsite)	419	496	307
Number of desktop ethical assessments carried out in the year	32	39	90

Worker hotlines	2022/23	2021/22	2020/21
Number of calls to Burberry-sponsored worker hotlines	502	435	529
Number of factories covered by worker hotlines	38	36	34
Number of workers covered by worker hotlines	27,404	19,000	16,432

Please see our most recent Transparency in the Supply Chain and Modern Slavery Statement for more details about the steps we have taken during FY 2022/23 to prevent slavery and human trafficking from taking place in our supply chain or in any part of our business.

Communities



Burberry is a responsible company: we believe in doing the right thing by our people, our customers, the communities we touch and the world around us. Our values of being creatively driven, forward thinking, open and caring, and proud of our heritage, are deeply embedded in how we operate and have been core to our brand since the Company was founded by Thomas Burberry in 1856. We continue Thomas Burberry's altruistic legacy today by supporting young people, championing our communities and collaborating with organisations to make a positive impact on the world.

The Burberry Foundation, an independent charity set up in 2008 by Burberry Group plc, is focused on empowering young people, particularly those from underrepresented communities, to create better futures.



Community investment

Progress against targets

24

Detailed data

25

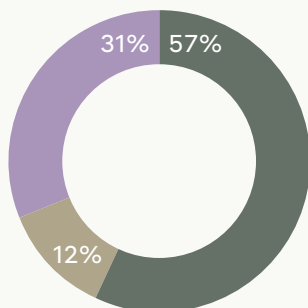
Community investment

Progress against targets

Target	Progress in FY 2022/23
Empower young people to create better futures	
<ul style="list-style-type: none"> Positively impact 500,000 people by FY 2025/26 from FY 2022/23, particularly young people in underrepresented communities 	<ul style="list-style-type: none"> In FY 2022/23, 160,785 people were positively impacted through community programmes supported by Burberry Group plc and The Burberry Foundation.
Increase volunteering opportunities for colleagues	
<ul style="list-style-type: none"> 20% increase in the number of employees colleagues volunteering in FY 2022/23 (from FY 2021/22) 10% increase in volunteering hours in FY 2022/23 (from FY 2021/22) 	<ul style="list-style-type: none"> In FY 2022/23, 3,685 colleagues participated in volunteering and fundraising activities, a 168% increase from 1,374 colleagues in FY 2021/22. They collectively contributed over 6,615 hours to charitable causes this financial year, around the same level as FY 2021/22¹.

1. Volunteering hours are calculated based on colleagues' disclosures.

Charitable spend



- Community investment¹
- Commercial initiatives²
- Charitable donations³

1. Long-term community investments, including our annual donation to The Burberry Foundation.
2. Charitable marketing events and other campaign-related donations.
3. One-off charitable donations in support of charitable activities, memberships, disaster relief or matched funding for employee fundraising activities, including exceptional donations to the Ukraine humanitarian response and Disasters Emergency Committee (DEC) Turkey-Syria Earthquake Appeal.

Detailed data

Social impact	2022/23	2021/22	2020/21
Number of people positively impacted through community programmes supported by The Burberry Foundation or Burberry Group plc	160,785	n/a*	n/a*

* Previously impacted over 1 million people as part of our Creating Tomorrow's Heritage strategy (from FY2017/18 to FY 2021/22). In FY 2022/23, we updated our Communities strategy, therefore, progress figures relate to our new strategy.

Employee volunteering	2022/23	2021/22	2020/21
Number of employees that participated in volunteering & fundraising activities	3,685	1,374	n/a*
Number of volunteering projects	128	88	n/a*

* In FY 2021/22, we undertook new methods of tracking our volunteering hours and activities. Previous financial years are not comparable.

Total charitable spend	2022/23	2021/22	2020/21
Profit before tax (PBT) (£)	£613m	£492m	£366m
Profit before tax (PBT) donated (£)	£6.3m	£6.1m	£3.4m
Percentage of adjusted profits before tax (PBT) to charitable causes	1.04%	1.22%	1.13% ¹
Percentage of charitable spend on community investment	57%	53%	n/a*
Percentage of charitable spend on commercial initiatives in the community	12%	15%	n/a*
Percentage of charitable spend on charitable donations	31%	32%	n/a*

1. Including exceptional donations made to the COVID-19 relief efforts.

* In FY 2021/22 we began reporting on our cash donations in line with the contribution definitions set by B4SI framework (Business Investment for Societal Impact) – a recognised, global standard in measuring and managing corporate community investment. Previous financial years are not comparable as they are not aligned to these definitions.

Community investment by strategic pillar*	2022/23	2021/22	2020/21
Percentage of community investment spend – Empowering Youth	19%	n/a*	n/a*
Percentage of community investment spend – Feeding Creativity	30%	n/a*	n/a*
Percentage of community investment spend – Protecting Communities	47%	n/a*	n/a*
Percentage of community investment spend – building a sustainable future	4%	n/a*	n/a*

Note: Figures do not include management and administration.

* In FY 2022/23, we updated our Communities strategy and the associated pillars of community investment. Previous financial years' community investment figures do not align and therefore, are not comparable.

Burberry Beyond and the Sustainable Development Goals





At Burberry, we are committed to supporting the UN's Sustainable Development Goals (SDGs) which provide a framework for governments, businesses and civil society to work together to end poverty, inequality and protect the planet. Through our Burberry Beyond strategy, we take action on the goals that are most relevant to our company and where we can have the biggest positive impact. We have outlined the main ways we contribute to the SDGs in the table. <https://sdgs.un.org/goals>

Product		
Our targets	UN SDG targets	Our contribution to the SDGs
Source certified key raw materials	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p> <p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>	<p>We are committed to reducing the environmental impact of raw materials in our products through independent third-party certification to sustainability standards. As part of our new Responsibility strategy, we set a new target of 100% of key raw materials in our products to be certified and traceable by FY 2029/30. This includes the following key raw materials: cotton, nylon, polyester, viscose, wool, leather and feather and down (see 'Progress against targets' table on page 51 of our Annual Report 2022/23 for details of our FY 2022/23 progress).</p> <p>We have also started implementing a traceability programme to enable us to assess more closely and manage the carbon, biodiversity and social impacts of raw material sourcing. Further details can be found on page 52 of our Annual Report 2022/23.</p>



Product		
Our targets	UN SDG targets	Our contribution to the SDGs
Embed circular business models	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Burberry products are made to last using the highest quality materials and craftsmanship.</p> <p>We are committed to helping create a more sustainable fashion industry through innovation on circular business models that aim to keep products and materials in use for longer.</p> <p>For example, our Cashmere Refresh service launched in select stores globally in September 2022, and we launched a Sneaker Refresh pilot in select UK and US stores in March 2023.</p> <p>By the end of FY 2022/23, over 300 stores across 33 countries and territories offered one or more aftercare services. Nearly 45,000 products were repaired or refreshed using our aftercare offer during the year. Read more on page 54 of our Annual Report 2022/23.</p>
Eliminate plastic packaging	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p>	<p>We are committed to completely eliminating plastic from our consumer packaging by FY 2025/26 and to eliminate unnecessary plastics used in operational packaging as well as maximising recycled content by FY 2029/30. We are also working to increase use of recycled materials in packaging. Read more on page 55 of our Annual Report 2022/23.</p>



Planet		
Our target	UN SDG targets	Our contribution to the SDGs
Reduce our scope 1, 2 and 3 emissions	<p>13.2 Integrate climate change measures into national policies, strategies and planning</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>We are committed to becoming Climate Positive by 2040. To demonstrate this, we have set science-based targets to reduce absolute carbon emissions across our own operations and value chain (see 'Progress against targets' table on page 56 of our Annual Report 2022/23). Our targets have been validated by Science-Based Targets initiative (SBTi) and are in line with a 1.5°C degrees pathway and the SBTi's Net Zero Standard.</p> <p>See pages 58-61 in our Annual Report 2022/23 for progress against our emissions reduction targets.</p> 
Embed sustainable manufacturing processes across our supply chain	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Our Chemical Management Programme supports Burberry's goals of embedding sustainable manufacturing and protecting nature, and is regularly updated to ensure it aligns with global sustainable practices.</p> <p>Our programme promotes safer chemicals use in our value chain to ensure safer products, reduced exposure for communities in and adjacent to our supply chain, and cleaner water and air outputs into the environment. Our Manufacturing Restricted Substances List (MRSL) is fully aligned with the latest Zero Discharge of Hazardous Chemicals (ZDHC) list. Additionally, we prohibit polyfluorinated and perfluorinated chemicals (PFCs), extending our restrictions to include all long- and short-chain PFCs. By the end of FY 2022/23 over 85% of our direct value chain partners (finished goods vendors and raw material suppliers) are certified through the ZDHC Supplier 2 Zero Programme, reflecting the implementation of best industry practices.</p> <p>As part of our Water Conservation Programme, we have developed a water resilience assessment. This allows us to evaluate and monitor progress of our supply chain water resilience profile, and is foundational to our ability to reduce our water footprint and impacts.</p> <p>We are also working with suppliers to reduce energy and waste in our supply chain. See pages 62-64 of our Annual Report 2022/23 for more details.</p>   

Planet		
Our target	UN SDG targets	Our contribution to the SDGs
Protecting nature	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	<p>In FY 2022/23, 96% of our leather was procured from certified tanneries. Our goal is for 100% of the leather we use to come from certified tanneries. We are committed to avoiding deforestation and forest degradation when we source leather. We do not source leather from high-risk countries.</p> <p>Our retail bags and gift boxes are certified by the FSC™ and include a minimum of 40% post-recycled content. In addition, we are working to increase sustainable sourcing of all cardboard used across consumer and operational packaging. In FY 2022/23, 93% of all paper-based packaging procured was FSC™ certified¹.</p> <p>The Burberry Regeneration Fund aims to support regenerative farming projects in our supply chain to promote biodiversity, store carbon and support livelihoods of local communities. In partnership with PUR we are working with our wool producers in Australia to promote regenerative farming practices. More details can be found on page 65 of our Annual Report 2022/23.</p>





1. In order to calculate the percentage of FSC™-certified paper-based packaging, we have relied on the accuracy of the information supplied to us by our nominated packaging suppliers regarding the value of certified paper packaging sold to Burberry.

People		
Our target	UN SDG targets	Our contribution to the SDGs
Being a luxury brand which is inclusive of all	<p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>We see equity as creating fair access to opportunity and advancement for everyone. In addition to conducting an audit of our internal practices and initiatives, the team launched the latest iteration of our Diversity, Equity and Inclusion strategy in FY 2022/23. The details of this strategy and its pillars can be found on pages 76-77 of our Annual Report 2022/23.</p>
Increase representation	<p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Our Reward Policy is to pay all colleagues in line with their level and experience at a competitive market rate. We regularly undertake pay analysis to ensure we meet our commitment to equal pay. Burberry is committed to the promotion and adoption of a Living Wage in our own operations and supply chain and is proud to have become the first luxury retailer and manufacturer to achieve accreditation as a UK Living Wage Employer. In 2022, we brought forward the new UK real Living Wage pay rates, as defined by The Living Wage Foundation, by more than six months to directly employed colleagues.</p> <p>We are committed to fostering a culture of diversity, equity and inclusion. The representation of women and men in the Burberry workplace can be found on page 74 of our Annual Report 2022/23.</p>



People		
Our target	UN SDG targets	Our contribution to the SDGs
Ethical trading	<p>1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions</p>	<p>Our Human Rights Policy sets out the procedures we have put in place to protect and uphold human rights, including mechanisms in place to address any instances of potential infringement, across four key stakeholder groups – our people, workers in our supply chain, our customers and our communities. The policy is aligned with international standards, including the International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights.</p> <p>We require all our supply chain partners (finished goods vendors and raw material suppliers) to comply with our Responsible Business Principles, which are incorporated into our contractual agreements with all vendors and suppliers.</p> <p>In FY 2022/23, we have extended our Vendor Ownership Programme, which helps our finished goods vendors to introduce their own ethical trade monitoring programme across their subcontractors.</p> <p>See pages 78-80 of our Annual Report 2022/23 for more information.</p>
	<p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	
Wellbeing in the supply chain	<p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Over 5,000 workers in our supply chain have benefitted from the positive impacts of our Worker Wellbeing Programme in FY 2022/23.</p> <p>We also sponsor confidential hotlines run by NGOs for workers in our supply chain, which provide advice on workers' rights and wellbeing and confidential support.</p> <p>Read more about wellbeing in our supply chain on pages 80-81 of the Annual Report.</p>



Communities			
Our target	UN SDG targets	Our contribution to the SDGs	
Empowering young people to create better futures	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	<p>In FY 2022/23, the Burberry Foundation launched its new global strategic mission focused on empowering disadvantaged youth and expanding activities to include the key operational geographies of Burberry.</p> <p>The Foundation established a global partnership with the International Youth Foundation and appointed regional delivery partners for the programme. These include OnSide in the UK and four regional organisations in the USA. See page 84 of our Annual Report 2022/23 for information.</p>	
Increasing volunteering opportunities	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	<p>Our global volunteering policy allows employees to take up to three paid volunteering days per year. In FY 2022/23, 3,685 employees participated in 128 volunteering and fundraising activities. See page 86 of our Annual Report 2022/23 for more on information on volunteering.</p>	

Sustainability Accounting Standards Board (SASB) index

The Sustainability Accounting Standards Board (SASB) is an independent standards setting organisation dedicated to enhancing the efficiency of the capital markets by fostering high quality disclosure of material sustainability information that meets investor needs. This document references the Standard for the Apparel, Accessories & Footwear industry as defined by SASB's Sustainable Industry Classification System (SICS) with the description of Burberry's actions and performance against these metrics.

SASB code	Accounting metric	Category	Description	Reference to external documents
Management of Chemicals in Products				
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	<p>Burberry prohibits the use and release of unwanted chemicals and its commitments go beyond all jurisdictions' legal and regulatory requirements. As a Board member of The Zero Discharge of Hazardous Chemicals Foundation (ZDHC), Burberry alongside luxury peers, third party suppliers and external chemical experts devise innovative solutions to ensure effective chemical management across the fashion and textiles industry.</p> <p>Burberry requires its supply chain partners, including vendors, subcontractors and raw material suppliers, to comply with its Product Restricted Substances List (PRSL) and Manufacturing Restricted Substances List (MRSL), which both go beyond current global regulations. The PRSL and MRSL are embedded into contractual agreements with supply chain partners. The PRSL is updated annually and peer-reviewed by industry experts to ensure that any changes to regulations are reflected in the update.</p> <p>In FY 2022/23, we fully transitioned to Supplier to Zero (S2Z) programme from our internal Chemical Assessment Tool. We implement ZDHC S2Z Programme across our value chain to ensure best Chemical Management practices and procedures are in place. We are aligned to ZDHC's Wastewater Guidelines, ensuring that wet processors perform wastewater testing twice a year.</p>	<p>Annual Report 2022/23 – Environmental and Social Responsibility section – Chemicals, page 64</p> <p>Responsibility Data Appendix – UN SDG 3.9, page 28</p>

SASB code	Accounting metric	Category	Description	Reference to external documents
Management of Chemicals in Products				
CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	<p>Our mission is to ensure the safety of our people, planet and the products we create by implementing best practices for Sustainable Chemical Management across our value chain. Our Chemical Management Programme supports Burberry's goals of embedding sustainable manufacturing and protecting nature and is regularly updated in order to align with global sustainable chemistry practices.</p> <p>Our programme promotes safer chemicals use in our value chain to ensure safer products, reduced exposure for communities in and adjacent to our supply chain, and cleaner water and air outputs into the environment. Our Manufacturing Restricted Substances List (MRSL) is fully aligned with the latest Zero Discharge of Hazardous Chemicals (ZDHC) list. Additionally, we include polyfluorinated and perfluorinated chemicals, which extends Burberry's restrictions to include all long and short-chain PFCs.</p> <p>We implement ZDHC Supplier to Zero (S2Z) Programme across our value chain to ensure best Chemical Management practices and procedures are in place. In FY 2022/23, we fully transitioned to S2Z programme from our internal Chemical Assessment Tool. By the end of FY 2022/23 over 85% of our direct value chain partners (finished goods vendors and raw material suppliers) are certified through S2Z Programme reflecting the implementation of best industry practices. In addition, we monitor the safety of our products through Burberry Product Restricted Substances List (PRSL) and robust testing standards.</p> <p>Additionally, we are aligned to ZDHC's Wastewater Guidelines, ensuring that wet processors perform wastewater testing twice a year. We publish these results annually on Burberryplc.com.</p>	<p>Annual Report 2022/23 – Environmental and Social Responsibility section – Chemicals, page 64</p> <p>Responsibility Data Appendix – UN SDG 3.9, page 28</p>

SASB code	Accounting metric	Category	Description	Reference to external documents
Environmental Impacts in the Supply Chain				
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	<p>Wastewater discharge permits All facilities Burberry works with must have a local discharge permit to operate legally. All Burberry's supply chain partners (vendors, subcontractors and raw material suppliers) are required to sign a Letter of Undertaking confirming that they will comply with Burberry's Responsible Business Principles, Global Environmental Policy, Burberry Code of Conduct and applicable local laws. Supply chain partners agree that Burberry may visit and assess their compliance and that of their subcontractors' and suppliers' facilities.</p> <p>Wastewater testing Burberry engages partners across the value chain to perform wastewater testing twice a year, in line with the latest ZDHC Wastewater Guidelines, which go beyond legal requirements. Sampling and testing is conducted by third-party accredited laboratories and monitors restricted substances included in the ZDHC MRSL as well as conventional parameters.</p> <p>Partners are expected to publish the results on the ZDHC Gateway. Burberry also publishes the results on Burberryplc.com annually. In the event of non-conformance to the ZDHC Wastewater Guidelines, facilities are expected to complete a Root Cause Analysis (RCA) and implement a Corrective Action Plan (CAP).</p>	<p>Annual Report 2022/23 – Environmental and Social Responsibility section – Water and Chemicals, pages 62-64</p> <p>Responsibility Data Appendix – Supply Chain Water section, page 17; – Supply Chain Chemicals section, page 17; and UN SDG 6.3, page 28</p> <p>Burberryplc.com – Wastewater testing, Burberry Code of Conduct, Burberry's Responsible Business Principles, Global Environmental policy</p>

SASB code	Accounting metric	Category	Description	Reference to external documents
Environmental Impacts in the Supply Chain				
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	<p>Burberry does not use the Higg Index FEM to measure Burberry's environmental supply chain compliance. Our assessment is that it is not suitable for smaller businesses which are typical of Burberry's external supply chain. We are committed to using more sustainable, low-impact materials and have set a series of ambitious targets to achieve this. We are committed to ensuring 100% of the key raw materials we use in our products are certified by FY2029/30.</p> <p>This includes:</p> <ul style="list-style-type: none"> • 100% certified organic cotton • 100% certified recycled nylon and polyester • 100% Canopy 'Green Shirt' rated viscose • 100% certified wool • 100% of our leather from certified tanneries • 100% of our virgin feather and down to be maintained as responsibly sourced • 100% of key raw materials in our products to be traceable (to country level as a minimum) by FY 2029/30 	Annual Report 2022/23 – Environmental and Social Responsibility section – Raw material sourcing, page 52

SASB code	Accounting metric	Category	Description	Reference to external documents
Labour Conditions in the Supply Chain				
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	<p>The scope of our ethical auditing programme covers our supply chain partners including our finished goods vendors, key raw material suppliers (RMS), our DC (Distributions Centres) and LFC (Local Fulfilment Centres).</p> <p>In FY 2022/23, we conducted 449 audits and 19 engagement activities across our supply chain partners. This includes audits of Gifting and Marketing vendors and suppliers of packaging and visual merchandising.</p>	<p>Annual Report 2022/23 – Environmental and Social Responsibility section – Ethical trading, pages 79-80</p> <p>Responsibility Data Appendix – UN SDG 8.7, page 31</p>
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	Quantitative	<p>98% of our finished goods supply chain globally proved in line with our responsible sourcing standards.</p> <p>All our partners are provided with an approved corrective action plan that is closely monitored and supported by our teams who work with the facilities on a continuous improvement plan. This year, the main areas of non-conformance with our standards related to health & safety and working hours and we will continue to work with our partners to identify the root cause of these issues and implement actions to address them.</p>	<p>Transparency in the Supply Chain and Modern Slavery Statement – Burberryplc.com</p>

SASB code	Accounting metric	Category	Description	Reference to external documents
Labour Conditions in the Supply Chain				
CG-AA-430b.3	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	<p>Every two years, we conduct a Human Rights Impact Assessment (HRIA) of our operations and activities and those of our extended supply chain. If a forced labour risk is identified, ethical trading assessments are conducted by our internal teams or by a local NGO, where local expertise is needed, to identify any labour rights issues and remediation required.</p> <p>Our latest impact assessment took place in Q4 of FY 2022/23, where in addition to our standard assessment, we conducted a supplementary analysis with a specific lens looking at where migrant workers' human rights may mostly be affected. This assessment also included considerations related to the UNGA's recognition of the right to a clean, healthy, and sustainable environment, under international law. We used this opportunity to explore what this could mean for the workers throughout our supply chain who carry out a variety of manufacturing processes in many different environments across the world.</p> <p>These assessments identified the following salient key areas where human rights violations are more likely to be identified across our finished goods and raw materials suppliers. These are:</p> <ul style="list-style-type: none"> • Working and living conditions, including access to health services • Worker voice – specific to providing remedy • Diversity, equity and inclusion • Modern slavery <p>As we move into the next year, we will continue to build out our action plans to further address these risk areas as well as driving a clear focus on ensuring our business practices have a positive impact on workers in the supply chain.</p>	<p>Annual Report 2022/23 – Environmental and Social Responsibility section – Human rights statement, page 78</p> <p>Transparency in the Supply Chain and Modern Slavery Statement – Burberryplc.com</p>

SASB code	Accounting metric	Category	Description	Reference to external documents
Raw Materials Sourcing				
CG-AA-440a.3	(1) List of priority raw materials ; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	<p>Our priority raw materials are cotton and leather.</p> <p>Cotton</p> <p>Conventional cotton farming can have significant environmental and social impacts due to the amount of water, fertilisers and pesticides used in cultivation, as well as the energy-intensive processes of spinning, weaving and dyeing cotton.</p> <p>During FY 2022/23, 31% of our cotton was certified organic. Certified organic cotton is traced through the supply chain via approved certifications and has many environmental and social benefits, promoting soil health, supporting biodiversity and safeguarding farmers. Burberry has a target to procure 100% certified organic cotton by FY 2029/30.</p>	Annual Report 2022/23 – Environmental and Social Responsibility section – Raw material sourcing, page 52

SASB code	Accounting metric	Category	Description	Reference to external documents
Raw Materials Sourcing				
CG-AA-440a.3 (continued)			<p>Leather</p> <p>The impacts of leather production can be significant and stretch along the entire value chain, from methane emissions and conversion of forests to pastureland, to the chemicals, water and energy used in the processing and tanning of leather. We are focused on working with our supply chain partners to mitigate adverse impacts from leather production.</p> <p>In FY 2022/23, we sourced 96% of our leather from certified tanneries. We encourage our tanneries to monitor their water, energy and chemical consumption and to validate the effectiveness of wastewater treatment processes and air emissions management. We have committed to sourcing 100% of our leather from tanneries with environmental, traceability and social compliance certifications by 2029/30. We fully support tannery certification as one of several ways to help drive more responsible leather production.</p> <p>We recognise certifications by the Leather Working Group (of which we are a member), the Italian Istituto di Certificazione della Qualità per l'industria Conciaria (ICEC) and the International Organization for Standardization (ISO).</p> <p>We funded a two-year research project, which concluded this financial year, with the Hong Kong Research Institute of Textiles & Apparel (HKRITA) to develop a system for post-consumer leather products recycling. To date, the project has successfully developed a recycled leather, which tested positively in terms of strength, abrasion resistance and thickness. Additionally, our partnership with HKRITA has resulted in the development of a prototype for an artificial intelligence (AI) garment-sorting algorithm, which speeds up the process of identifying garment type, material, fabric construction and colour, so increasing yield and accuracy for recycling.</p>	

SASB code	Accounting metric	Category	Description	Reference to external documents
Raw Materials Sourcing				
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard	Quantitative	<p>Burberry measures progress against our key raw materials sourcing targets by percentage (calculated from weight) and the amount of each priority raw material that is certified to a third-party standard.</p> <p>Cotton We aim to procure 100% certified organic cotton by 2029/30. During FY 2022/23, 31% of our cotton was certified organic. Certified organic cotton is traced through the supply chain and has many environmental and social benefits, promoting soil health, supporting biodiversity and safeguarding farmers.</p> <p>Accepted certifications include:</p> <ul style="list-style-type: none"> • Global Organic Textile Standard (GOTS) • Organic Content Standard (OCS). <p>Leather We aim to source 100% of our leather from certified tanneries by FY 2029/30. During FY 2022/23, we sourced 96% of our leather from facilities with social, environmental and traceability certifications.</p> <p>Accepted certifications include:</p> <ul style="list-style-type: none"> • Environmental sustainability: Leather Working Group (Bronze rating), ISO14001 • Traceability: Leather Working Group Traceability (>50% score), UNIC PC412/SC410 • Social compliance: SAB000, UNIC Code of Conduct Certification and Social Accountability, as well as Burberry's Ethical Trade Audit 	<p>Annual Report 2022/23 – Environmental and Social Responsibility section – Product Progress against targets table, page 51</p> <p>Responsibility Data Appendix – Sourcing certified key raw materials, page 6; and Detailed Data, pages 7-8</p>
* where leather is the product's main material.				

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