

BURBERRY

Responsibility Data Appendix 2023/24

OUR BURBERRY BEYOND STRATEGY

Burberry is a global business operating in a variety of environments and contexts. As an open and caring company, we are committed to behaving responsibly towards our planet, our people and the communities we impact, and we continue to embed sustainable practices across our Company footprint. Our Burberry Beyond strategy, with its Product, Planet, People and Communities pillars, outlines the steps we are taking to achieve our goals. We continue to make strong progress against our 12 targets (see table below) and have been working to embed and operationalise our strategy by collaborating with teams across the business and our supply chain.

To ensure we continue to prioritise and act on our most material Environmental, Social and Governance (ESG) topics, we will regularly conduct double materiality assessments in line with upcoming regulations, such as the European Union's Corporate Sustainability Reporting Directive (CSRD). Insights from this assessment will act as our guiding principles for complying with regulatory requirements alongside any future strategy development.

We are in the process of completing our first double materiality assessment and its preliminary findings have been used to guide our disclosures for FY 2023/24.

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Product

Responsible craftsmanship

1. Procure certified and responsibly sourced key raw materials
2. Embed circular business models
3. Eliminate plastic packaging

Read more on pages 2 to 5

Planet

Climate Positive

4. Reach net zero greenhouse gas emissions across our value chain by FY 2039/40
5. Embed sustainable manufacturing processes across our supply chain
6. Protect nature

Read more on pages 6 to 11

People

Champion Diversity, Equity and Inclusion and people in our supply chain

7. Support inclusion
8. Increase representation
9. Advance ethical trading in our supply chain
10. Extend wellbeing across our supply chain

Read more on pages 12 to 17

Communities

Positively impact young people

11. Inspire young people to create better futures
12. Increase volunteering opportunities for colleagues

Read more on pages 18 to 20

ABOUT OUR DISCLOSURES

Approach to reporting

Our full Environmental and Social Responsibility report is integrated into our Annual Report 2023/24. This approach demonstrates how our commercial, environmental and social material topics drive our business decisions and long term value creation for all our stakeholders, including our people, shareholders, customers and communities. This report details 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 publish a climate-related financial disclosure consistent with the Taskforce for Climate-related Financial Disclosures (TCFD) (see pages 66 to 79 of our Annual Report 2023/24) 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 43 of our Annual Report 2023/24) 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, California Transparency in Supply Chains Act of 2010, Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act and Australia Modern Slavery Act 2018.

We are also working to prepare our data and disclosures 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 2023/24 covers our global operations, including the UK, Europe, Middle East, India and Africa (EMEIA), Asia Pacific and the Americas. Data is based on the period 1 April 2023 to 31 March 2024, unless otherwise stated.

For the avoidance of doubt, the Company's financial accounting period is from 2 April 2023 to 30 March 2024. However, references to FY 2023/24 for the indicators included in this Data Appendix refer to the period 1 April 2023 to 31 March 2024.

We publish a separate Responsibility Basis of Reporting FY 2023/24 document on Burberrypc.com 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 2023/24 (pages 42 to 44). We have added footnotes to the data tables on subsequent pages to explain any significant estimates or assumptions we have made.

Our FY 2022/23 total scope 3 emissions has been restated due to a prior year error, as described on page 8, in line with our restatement policy detailed in our Responsibility Basis of Reporting FY 2023/24 on Burberrypc.com. As a result of the restatement, our FY 2022/23 scope 3 emissions reduction is 45.5% from our FY 2018/19 base year.

A full category breakdown of our scope 3 emissions, including the restated figures for FY 2022/23, can be found on page 8.

PRODUCT

Through textile innovation, Thomas Burberry elevated outerwear performance and enhanced its ability to protect explorers from the elements. Today, we are challenging ourselves to use our creativity to also protect our planet. In line with our strategy, we are incorporating certified and responsibly sourced key raw materials into our products, embedding circular business models into our ways of working and eliminating plastic from our packaging, while at the same time reducing our use of resources.

Procure certified and responsibly sourced key raw materials	
Targets and Progress	3
Embed circular business models	
Targets and Progress	4
Eliminate plastic packaging	
Targets and Progress	5



PROCURE CERTIFIED AND RESPONSIBLY SOURCED KEY RAW MATERIALS

Target: 100% of key raw materials in our products are to be certified or responsibly sourced by FY 2029/30 (as defined in our Sustainable Raw Materials Portfolio)

In FY 2022/23, we set a target for all key raw materials in our products to be certified and traceable by FY 2029/30. We have since updated our target strategy to take a portfolio approach to raw materials used in our products, recognising the need for multiple raw material sourcing standards. Our Sustainable Raw Materials Portfolio sets out the accepted certification and responsible sourcing criteria across our raw materials, which allow us to track our progress in this area. Our traceability target to FY 2029/30 remains in place as a key enabler of our Burberry Beyond strategy.

Progress

In FY 2023/24, 55% of key raw materials in our products were certified or responsibly sourced (as defined in our Sustainable Raw Materials Portfolio available within our Responsibility Basis of Reporting FY 2023/24 on Burberryplc.com).

This financial year, six key raw materials (as listed below) were included in the scope of our target. These represent over 90% of the total volume (in weight) of main materials within our products.

Certified or responsibly sourced key raw materials

Key raw materials	Percentage of certified or responsibly sourced key raw materials
	FY 2023/24
Percentage of certified or responsibly sourced cotton	56%
Percentage of certified or responsibly sourced synthetics (nylon, polyester and TPU)	53%
Percentage of certified or responsibly sourced viscose	100%
Percentage of certified or responsibly sourced wool	27%
Percentage of leather from certified tanneries	100%
Percentage of certified or responsibly sourced feather and down	100%

Note: We have previously reported raw material certification figures in FY 2022/23 in our Responsibility Data Appendix 2022/23 available on Burberryplc.com. However, in FY 2023/24, we updated our raw material sourcing target. Previous financial years' figures do not align with this new target and were calculated using a different methodology. Therefore, these figures are not comparable. More details of the new calculation methodology are available in our Responsibility Basis of Reporting FY 2023/24 available on Burberryplc.com.

Key raw materials by product volume

Key raw materials	Percentage of product by volume		
	FY 2023/24	FY 2022/23	FY 2021/22
Cotton	44%	50%	52%
Synthetics (nylon, polyester and TPU)	24%	15% ¹	13% ¹
Viscose	0.5%	0.45%	0.49%
Wool	10%	9%	8%
Leather	10%	10%	8%
Feather and down ²	2%	7%	5%

Note: Percentage of product by volume refers to the percentage of total number of products containing the commodity as a main material. Only raw materials with FY 2029/30 certification targets, in FY 2023/24, are included in this table. This means that the aggregate percentage of all materials referenced does not equal 100% of product volume.

1. TPU was excluded in previous financial years (FY 2022/23 and FY 2021/22).

2. Feather and down refers to percentage of products containing feather and down filling as opposed to % products with feather and down as main materials.

Scope and exclusions

Target scope and exclusions

Raw materials in our products

Excluded from scope: Runway Show, Trims, Sampling and Prototyping, Packaging, Raw Material Excess, Limited Editions, Collaboration products, Uniforms, Point of Sale products, VIP products, and products manufactured by a licensee. The coating of a product cannot be considered the main material even if it represents more than 50% of the product composition. In this case, the second fibre to make up more than 50% of the fabric composition will be considered the main material.

Raw material scope and exclusions

Cotton

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), Global Recycled Standard (GRS) and Recycled Claim Standard (RCS). Minimum of fabric level, or yarn level where there is no fabric e.g. knits.

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 or responsibly sourced cotton by FY 2029/30. FY 2022/23 was the first year with disaggregated data for the percentage of certified organic cotton. We have now expanded the cotton target to include the above mentioned certifications.

Synthetics (nylon, polyester and TPU)

Scope of target applies to main material where 50% or more of the composition within the material is polyester, nylon or TPU. 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. From FY 2023/24, biobased materials supported by carbon testing have been included in the target's scope under the responsibly sourced criteria. Products with recycled or biobased TPU as main material have also been included in the scope following the same criteria as the other synthetics.

Scope and exclusions continued

Raw material scope and exclusions continued

Viscose	Scope of target applies to main material where 50% or more of the composition within the material is viscose. Accepted certification includes 'Green Shirt' rated in the Canopy Hot Button Report.
Wool	Scope of target applies to main material where 50% or more of the composition within the material is wool. Accepted certifications include Responsible Wool Standard (RWS), ZQ Merino, Nativa Precious Fibre, Global Recycling Standard (GRS) and Recycled Claim Standard (RCS).
Leather	Scope of target applies to main material where 50% or more of the composition within the material is leather. Tanneries which account for <0.5% of total units of products with leather as the main material delivered during the financial year period and those which have exited the supply chain during the financial year period will be excluded from the scope. Accepted certification includes leather from tanneries certified by the accumulation of one environmental certification (Leather Working Group (LWG – min. Bronze medal) or (ISO14001) and a social compliance certification (SA8000, UNIC Code of Conduct, Burberry audit, other brand's audit).
Feather and down	Scope of target applies to virgin down and feathers used for fillings. Accepted certification includes Responsible Down Standard (RDS).

Detailed methodology for our raw material target can be found in our Responsibility Basis of Reporting FY 2023/24 on Burberryplc.com.

EMBED CIRCULAR BUSINESS MODELS

Target: Continue to evolve our aftercare offer and trial new circular business models

We are working to create a more sustainable fashion industry and meet changing consumer expectations. Burberry products are expertly crafted using materials of higher quality, so they are designed to last. Through our circular business models, we aim to keep products and materials in use for longer.

Progress

	FY 2023/24	FY 2022/23
Number of stores offering one or more aftercare services	383	>300
Number of countries and territories with stores offering one or more aftercare services	33	33
Number of stores offering repair services	379	332
Number of stores offering refresh services	312	146
Total number of products repaired using our aftercare offer	39,495	42,457
Total number of products refreshed using our aftercare offer	3,163	1,920
Breakdown of number of products repaired using our aftercare offer		
Trench coats	9,525	10,662
Leather	9,127	9,385
Outerwear	4,550	5,509
Ready to wear	4,614	4,638
Other	10,997	12,263

ELIMINATE PLASTIC PACKAGING

Targets:

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

Managing our use of plastic within our own packaging is key to reducing the environmental impacts associated with our products and operations.

Progress

	FY 2023/24	FY 2022/23	FY 2021/22
Business-to-Consumer (B2C) packaging with recycled content above 20%	98%	92%	89%
Business-to-Business (B2B) packaging with recycled content above 20%	79%	75% ¹	79%
Percentage of paper-based packaging procured that is FSC® certified (B2B and B2C)	96%	93%	96%
Percentage of operational plastic packaging made from fully recycled content	53% ²	61%	45%

Note: 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.

- 1. FY 2022/23 figure has been restated due to changes in data collection methodology
- 2. A decrease of 8% compared to FY 2022/23 due to a variation in weight of packaging

Packaging with recycled content above 20%

B2C



B2B



Note: In order to calculate the percentage of recycled content, we have relied on the accuracy of the information supplied to us by our nominated packaging suppliers regarding the tonnage of packaging sold to Burberry.



PLANET

Burberry’s heritage is embedded in the natural world. The Planet pillar of our Burberry Beyond strategy outlines how we manage our most significant environmental impacts and dependencies to mitigate material risks and realise opportunities while contributing to global efforts to tackle climate change and nature loss.

Reach net zero greenhouse gas emissions across our value chain by FY 2039/40	
Targets and Progress	7
Embed sustainable manufacturing processes across our supply chain	
Targets and Progress	10
Protect nature	
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REACH NET ZERO BY 2040

Target: Reach net zero greenhouse gas emissions across our value chain by FY 2039/40

Reducing GHG emissions and managing climate-related risks are material to the long-term success of our business. We are committed to reducing our scope 1, 2 and 3 emissions with the goal of becoming Net Zero by 2040. Our emissions reduction targets are aligned to a 1.5°C pathway and have been validated by the Science-Based Targets initiative (SBTi) against their Corporate Net-Zero standard. We are assessing whether we will be required to set separate SBTi FLAG (Forest, Land, and Agriculture) targets within our overall Net Zero by 2040 commitment.

Progress

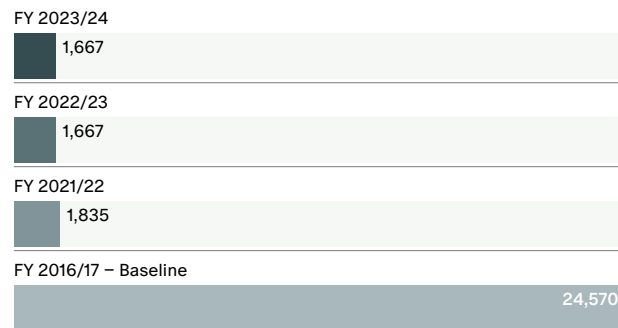
REACH NET ZERO BY 2040: SCOPE 1 AND 2

Sub-target: Across our own operations, we commit to reducing absolute scope 1 and 2 GHG emissions by 95% by FY 2026/27 from a FY 2016/17 base year, and to maintain this year-on-year from FY 2026/27 through to FY 2039/40

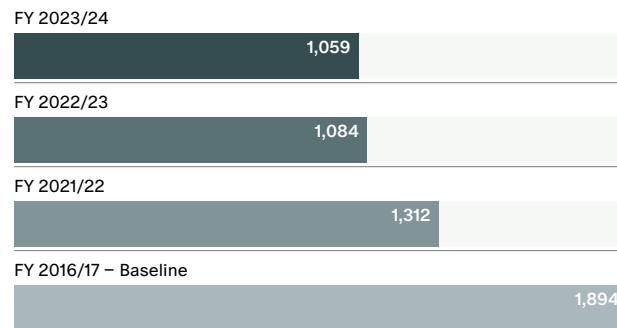
In FY 2018/19, we set an SBTi approved target to reduce our absolute scope 1 and 2 emissions by 95% by FY 2022/23 compared to a FY 2016/17 baseline. We set this commitment knowing that the target year was ambitious, and the accelerated deadline would help us drive change at pace. With new actions and plans in place to meet our 95% reduction target, we have resubmitted our ambition to the SBTi to extend our target date to FY 2026/27 and maintain this year-on-year to FY 2039/40.

Scope 1 and 2 GHG emissions (tonnes CO₂e)

Global



UK and offshore only



Total scope 1 and 2 market-based emissions (tonnes CO₂e).

Scope 1 and 2 GHG emissions

93% reduction in scope 1 and 2 emissions (market-based), relative to a FY 2016/17 baseline.

	FY 2023/24		FY 2022/23		FY 2021/22	
	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	54,735,836	15,402,415	56,262,614	15,518,973	72,548,109	18,517,153
Scope 1 – Combustion of fuel and operation of facilities (Tonnes CO ₂ e)	1,545	1,056	1,585	1,082	1,768	1,311
Scope 1 – Combustion of fuel from owned or leased transport (Tonnes CO ₂ e)	122	3	82	2	67	1
Scope 2 – Electricity purchased and used for operations (location based) (Tonnes CO ₂ e)	17,308	1,998	17,692	1,872	25,866	2,390
Scope 1 and 2 – Total emissions (location based) (Tonnes CO ₂ e)	18,975	3,057	19,359	2,956	27,701	3,702
Scope 2 – Electricity purchased and used for operations (market based) (Tonnes CO ₂ e)	0	0	0	0	0	0
Scope 1 and 2 – Total emissions (market based) (Tonnes CO ₂ e) ¹	1,667	1,059	1,667	1,084	1,835	1,312
Total emissions offset by Verified Emissions Reduction Certificates (Tonnes CO ₂ e)	1,667	1,059	1,667	1,084	1,835	1,312
Scope 1 and 2 intensity (location-based) (Tonnes CO ₂ e per £1,000,000 sales revenue)	6.4	N/A	6.3	N/A	9.8	N/A
% of energy and electricity consumption (kWh) sourced from renewable sources (%)	84%	63%	84%	62%	86%	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 97% 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. GHG emissions data reported is based on the period from 1 April 2023 to 31 March 2024. For the avoidance of doubt, the Company's financial accounting period is from 2 April 2023 to 30 March 2024. However, references to FY 2023/24 for the selected KPIs included in the Responsibility section of Burberry's Annual Report 2023/24 refer to the period 1 April 2023 to 31 March 2024.

1. Figure used to calculate progress against our scope 1 and 2 Science-Based Target.

Key to our emissions reductions has been the use of renewable electricity throughout our operations. In FY 2023/24, we maintained the progress made last financial year, with 100% of the electricity we consumed matched with an equivalent amount of renewable generation, sourced from renewable tariffs, Energy Attribute Certificates, or generated through on-site renewables.

Energy – Own Operations

	FY 2023/24	FY 2022/23	FY 2021/22
Total electricity (kWh)	45,977,503	47,332,576	62,696,361
Percentage of electricity from renewable sources	100%	100%	100%
Total gas (kWh)	8,246,431	8,681,523	9,650,53
Total fuel from owned or leased transport (kWh)	369,636	248,515	201,696
Total energy ¹ (kWh)	54,735,836	56,262,614	72,548,109
Percentage of energy from renewable sources	84%	84%	86%
Energy efficiency (energy relative to net selling space) (kWh/sq.ft)	16.32	16.26	20.78
Energy by facility type			
Internal manufacturing	7,009,228	6,540,272	7,956,102
Distribution centres	5,214,419	5,591,380	5,511,547
Stores	34,309,998	36,180,195	50,721,695
Offices	7,832,555	7,702,252	8,157,069
Total energy (facilities only – excluding energy from vehicles)	54,366,200	56,014,099	72,346,413
Number of stores with Panoramic Power	186	142	120
Number of stores with LEED or BREEAM certification ²	105	72	33

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

2. Accepted certifications: LEED (Platinum or Gold level), BREEAM (Outstanding or Excellent Level).

REACH NET ZERO BY 2040: SCOPE 3

Sub-target: Across our extended supply chain, we aim for a 46% reduction in scope 3 GHG emissions by FY 2029/30 and a 90% reduction in scope 3 GHG emissions by FY 2039/40 (from FY 2018/19)

Scope 3 GHG emissions

In FY 2023/24, we decreased our overall scope 3 emissions by 0.8% from FY 2022/23, and by 45.9% from our FY 2018/19 base year, against which we are measured for our Science-Based Targets.

Scope 3 emissions category (tonnes CO ₂ e)	FY 2023/24	FY 2022/23 Restated ³	FY 2021/22	FY 2018/19 (baseline)
Cat 1: Purchased goods and services	314,688	314,750 R	399,973	621,110
Cat 2: Capital goods	26,440	29,834	38,027	34,074
Cat 3: Fuel- and energy-related activities (not included in scope 1 and 2)	5,138	4,456	7,909	4,625
Cat 4: Upstream transportation and distribution	43,103	41,128	47,274	64,624
Cat 5: Waste generated in operations	3,574	3,337	6,453	11,443
Cat 6: Business travel	7,526	4,187	1,342	6,907
Cat 7: Employee commuting	1,490	1,427	1,954	4,784
Cat 8: Upstream leased assets	N/A	N/A	N/A	N/A
Cat 9: Downstream transportation and distribution	901	3,117	N/A	N/A
Cat 10: Processing of sold products	N/A	N/A	N/A	N/A
Cat 11: Use of sold products	N/A	N/A	N/A	N/A
Cat 12: End-of-life treatment of sold products	796	1,445	1,432	2,059
Cat 13: Downstream leased assets	N/A	N/A	N/A	N/A
Cat 14: Franchises	6,338	9,659	8,879	8,917
Cat 15: Investments	N/A	N/A	N/A	N/A
Scope 3 total	409,994	413,340 R	513,243	758,542
Scope 3 total (upstream)	401,959	399,118	502,932	747,567
Scope 3 total (downstream)	8,035	14,221	10,311	10,976

Note: N/A is not applicable and excluded from scope 3.

R – Restated figure

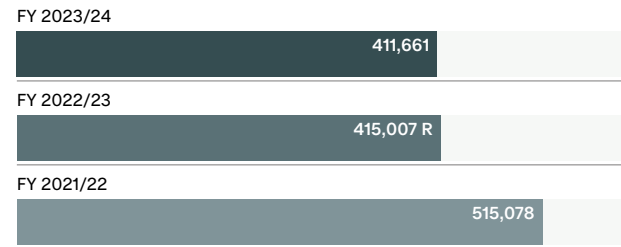
3. During the previous financial year, we reassessed our methodology for calculating scope 3 GHG emissions, specifically in regards to estimations within Category 1 (Purchased Goods and Services). As a result, we have revised our spend-based calculations for sub-categories within Category 1, accounting for 0.3% of total scope 3 emissions in FY 2023/24. This is considered a change in methodology for the baseline year, and the correction of an error in FY 2021/22 and FY 2022/23 data. In line with our restatement policy, as described in our Responsibility Basis of Reporting FY 2023/24 on Burberrypc.com, we have restated our FY 2022/23 scope 3 emissions in order to correct this error. To ensure clarity and consistency in the comparison between our year on year performance, we have applied this new methodology to our FY 2023/24 calculations as detailed in our Responsibility Basis of Reporting FY 2023/24 (available on Burberrypc.com). Our FY 2018/19 baseline and FY 2021/22 remain unchanged due to being below our restatement threshold. As a result of the restatement, our FY 2022/23 scope 3 emissions reduction is 45.5% from our FY 2018/19 base year. Our methodology for accounting and reporting GHG emissions is aligned with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Total scope 1, 2 and 3 GHG emissions

	FY 2023/24	FY 2022/23	FY 2021/22
Total scope 1, 2 and 3 emissions (market-based) (tonnes CO ₂ e)	411,661	415,007 R	515,078
Scope 1, 2 and 3 emissions intensity (tonnes CO ₂ e per £1m sales revenue)	139	134 R	182

R – Restated figure.

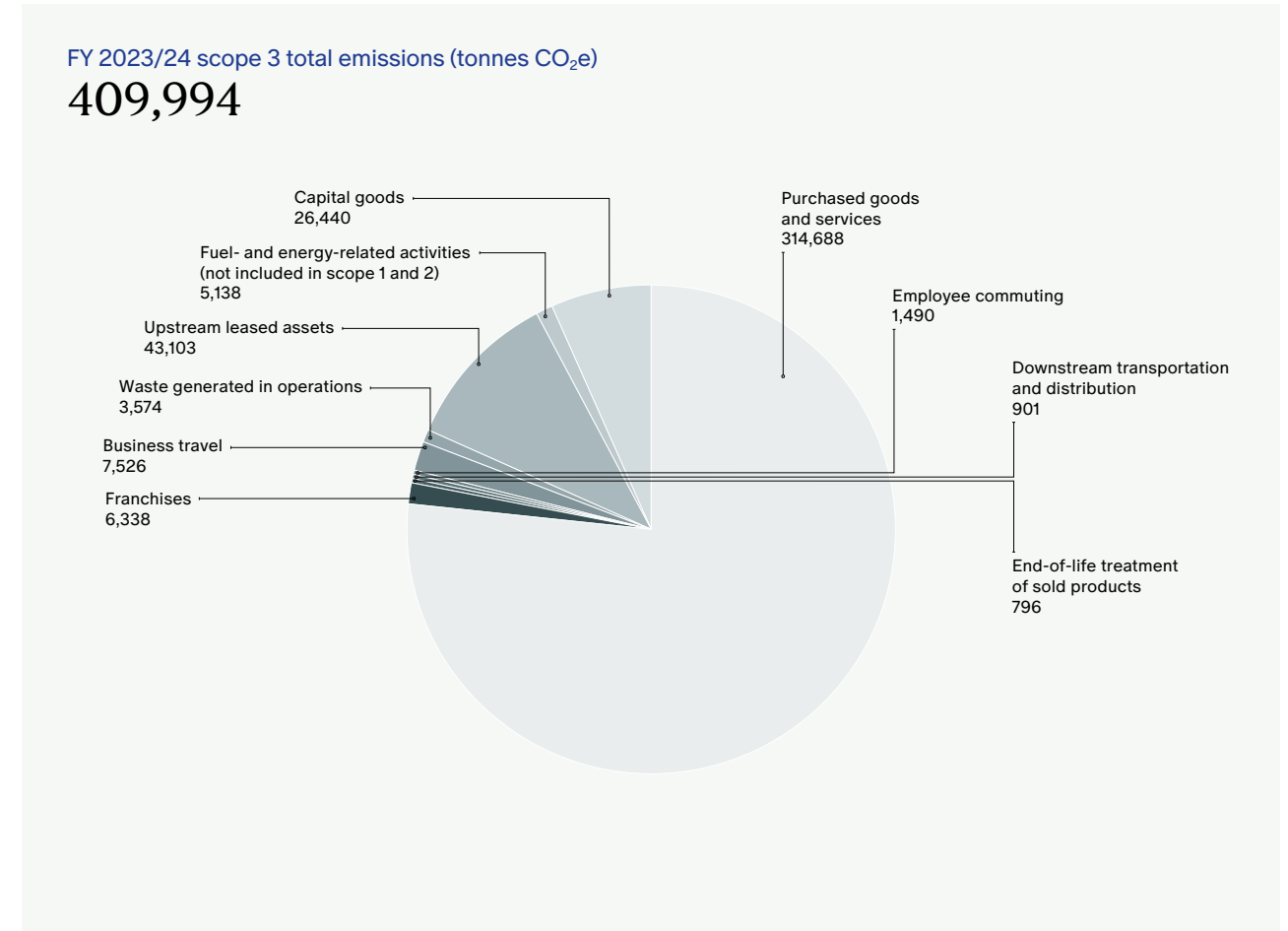
Scope 1, 2 and 3 GHG emissions (tonnes CO₂e)



Energy – Supply chain

	FY 2023/24	FY 2022/23	FY 2021/22
Percentage of finished goods vendors using renewable electricity – Global	70%	84.8%	82.3%
Percentage of finished goods vendors using renewable electricity – EMEIA	93%	96.2%	94.2%
Percentage of finished goods vendors using renewable electricity – Asia Pacific	33%	28.6%	20%

Scope 3 category breakdown



EMBED SUSTAINABLE MANUFACTURING

Target: Continue to extend our sustainable manufacturing initiatives, covering sustainable chemical management, water and waste, both within our own manufacturing and across our supply chain

Our work with our value chain goes beyond reducing GHG emissions to encompassing the sustainable management of resources and production processes. Our commitment to implementing our sustainable manufacturing programme within our supply chain ensures we are lowering both our dependencies and our impact across key environmental topics. Our dedicated Sustainable Manufacturing team is responsible for implementing and monitoring this programme.

Progress

Chemicals

Our approach to sustainable chemical management is to drive systemic change and achieve the zero discharge of hazardous chemicals across the industry. Our Chemical Management Programme ensures safer products, reduced exposure for communities in and adjacent to our supply chain, and cleaner water and air emissions into the environment.

Supply Chain Chemical Management

Chemical assessment of key supply chain partners ¹	FY 2023/24		FY 2022/23		FY 2021/22 ²	
	RM suppliers	FG vendors	RM suppliers	FG vendors	RM suppliers	FG vendors
Percentage of products delivered by suppliers assessed against the ZDHC supplier to zero programme requirements	88.20%	88.96%	82.43%	90.53%	N/A	N/A
Percentage of products delivered by suppliers rated foundational by the ZDHC supplier to zero programme requirements	31.28%	21.42%	36.21%	32.13%	N/A	N/A
Percentage of products delivered by suppliers rated progressive by the ZDHC supplier to zero programme requirements	56.92%	67.54%	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%	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	69.54%	N/A	69.45%	N/A	59.52%	N/A
Share of ClearStream ³ test reports with no MRSL detections	39%	N/A	53%	N/A	57%	N/A
Percentage of product from partners with a ZDHC Qualified Chemical Manager	77.40%	88.70%	76.27%	77.46%	72.73%	74.53%

1. Key supply chain partners refers to our direct supply chain partners including finished goods (FG) vendors and raw material (RM) suppliers.

2. 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 in FY 2022/23.

3. ClearStream adherence is for raw materials suppliers only.

Water

We are committed to preserving water for future generations. We do this through our Water Conservation Programme, which focuses on increasing resource efficiency, reducing our water impacts and increasing our water resilience. To achieve this, we work closely with our key supply chain partners⁴ cultivating a culture of openness and transparency to address our water impacts at the manufacturing stages of our value chain.

Supply Chain Water Conservation Programme

Water assessment of key supply chain partners ⁴	FY 2023/24		FY 2022/23		FY 2021/22	
	RM suppliers	FG vendors	RM suppliers	FG vendors	RM suppliers	FG vendors
Supply chain coverage	80.4%	86.1%	86.3%	81.2%	78%	72%
Green/Excellent	50.7%	45.0%	45.7%	27.7%	14%	11%
Amber	22.6%	39.7%	28.4% ⁵	43.5%	37.5%	42%
Red/Hotspot	7.1%	1.4%	12.1%	10.0%	26%	19%

Note: Figures are weighted based on % product units delivered by key supply chain partners.

4. Key supply chain partners refers to our direct supply chain partners including finished goods (FG) vendors and raw material (RM) suppliers.

5. Figure for FY 2022/23 has been updated, from previously reported 24.7%, as suppliers ratings were finalised after date of publication in FY 2022/23.

Waste

We are committed to embedding circular principles and reducing waste across our operations and direct supply chain. Our waste hierarchy outlines our preferred approaches to reducing waste across our footprint, including at the design stage, in the supply chain and in merchandising. From most preferred to least preferred, we endeavour to Rethink, Reduce, Reuse, Recycle and Recover. Our preferred approaches intend to avoid waste before it is created by designing and planning with circularity and minimising the inefficiencies that lead to waste creation in mind.

Operational waste

	FY 2023/24	FY 2022/23	FY 2021/22
Percentage of operational waste diverted from landfill	100%	99.5%	100%
Percentage of average recycling rate in our own operations	74%	71%	70%

Note: Operational waste consists of dry mixed recycling (cardboard, plastic, paper), confidential paper, general waste, organic waste, glass, wood, and metal leftover materials. The scope of this KPI covers key UK and Italy operations, comprising Burberry's Internal Manufacturing facilities and distribution centre in northern England, Burberry's head office, Burberry's office in Leeds, retail stores in the UK, Burberry's manufacturing site and distribution centres in Italy as well as Burberry's distribution centres in Vineland and Shanghai.

Textile Donations

	FY 2023/24	FY 2022/23	FY 2021/22
Metres(m) of fabric donated ⁶	362,000	468,000	N/A

Note: Where data is denoted as N/A, this is due to changes in data collection taking place in FY 2022/23. Previous year's data is therefore not applicable.

6. Includes donations to a variety of global non-profit organisations including the British Fashion Council, Leeds Beckett University, and Progetto Quid.

PROTECT NATURE

Target: Contribute to sustainable management of natural forests and support zero deforestation across our products and supply chain by FY 2025/26

This year, we initiated the development of a nature strategy to manage our most material nature-related impacts, dependencies, risks and opportunities in our value chain and beyond. This builds on our existing commitment to contribute to sustainable management of natural forests and support zero deforestation, and our alignment with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD).

Progress

	FY 2023/24	FY 2022/23	FY 2021/22
Percentage of viscose Green Shirt rated in the Canopy Hot Button Report	100%	100%	98%
Percentage of leather sourced from certified tanneries	100%	96%	92%
Percentage of paper-based packaging procured that is FSC® certified ¹ (B2B and B2C)	96%	93%	96%

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

People are at the heart of our business and operations. Our direct colleagues and those in our supply chain are critical to our success. We work to create an inclusive culture and environment where creative minds from different backgrounds can collaborate and flourish.

We respect and uphold human rights wherever we operate and we work to enhance the wellbeing of all workers in our supply chain through dedicated initiatives.

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Increase representation	
Targets and Progress	15
People in our value chain	
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Advance ethical trading in our supply chain	
Targets and Progress	16
Extend wellbeing across our supply chain	
Targets and Progress	17



OUR PEOPLE

Our people data

	FY 2023/24	FY 2022/23
Total number of employees in direct operations	9,336	9,201
Percentage of employees by significant operating location		
EMEIA	51%	50%
Americas	14%	15%
Asia Pacific	35%	35%
Percentage of headcount of employees by business function		
Consumer	14%	13%
Design	1%	1%
Enabling ¹	14%	13%
Retail	55%	56%
Supply Chain	17%	16%
Workforce gender breakdown		
Percentage of women in workforce	67%	67%
Percentage of men in workforce	33%	33%
Percentage of direct workforce in each age category		
Under 30	25%	27%
30-50	63%	60%
50+	13%	13%
Employee engagement score	74 points ²	75 points

1. Function that provides essential support services / activities that keeps Burberry's core business running smoothly and efficiently, including, Finance, Human Resources, IT, Legal and Facilities Management.
2. Employee engagement score as measured by Glint. Employee engagement survey undertaken in September 2023. Engagement index based on completed survey responses only.

Health and Safety

	FY 2023/24	FY 2022/23	FY 2021/22
Rate of global employee Serious accidents per 100,000 employees	19.7	23.5	14.3
Number of global employee, work-related Serious accidents	17	17	9
Rate of global employee time loss work-related Serious accidents per 100,000 employees	0.7	1.0	0.4

Note: Burberry defines serious work-related accidents as events that result in personal injury to employees, customers, visitors or contractors resulting in specific medical intervention or incidents that specifically meets the requirements of the UK Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). From this standard, it is further defined by specified injuries to workers, injuries to workers which result in their incapacitation for more than 7 days (with variations of this globally), and injuries to non-workers which result in them being taken directly to hospital for treatment.



SUPPORT INCLUSION

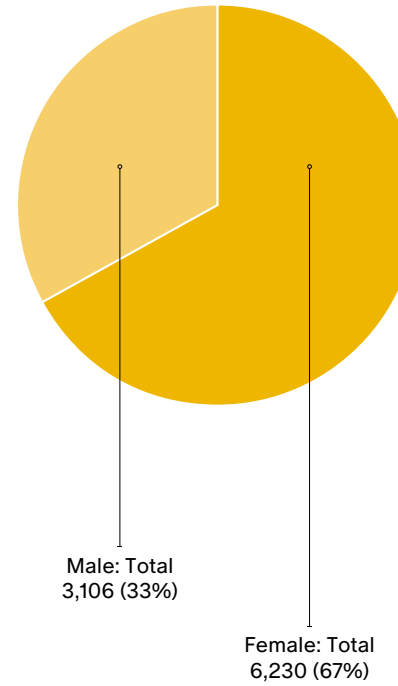
Target: Achieve a 95% completion rate globally for episodes 1 and 2 of our online Diversity, Equity and Inclusion learning journey

Progress

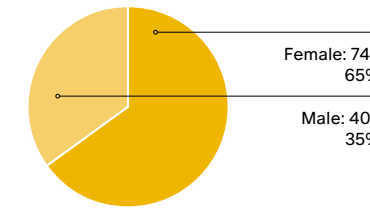
	FY 2023/24	FY 2022/23
Percentage of employees completing Episodes 1 and 2 of our online Diversity, Equity and Inclusion learning journey		
Episode 1 Mitigating Bias	89%	90%
Episode 2 Allyship	90%	96%

Note: Data is not available for FY 2021/22 as training was introduced in FY 2022/23.

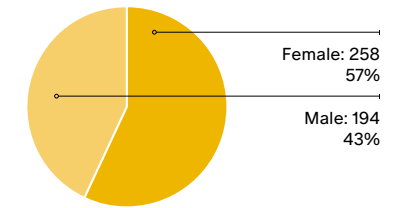
All workforce¹
Total: 9,336



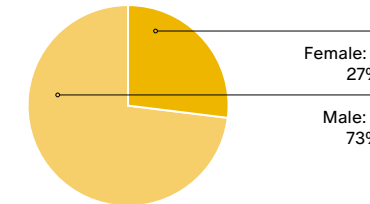
Junior Managers
Total: 1,142



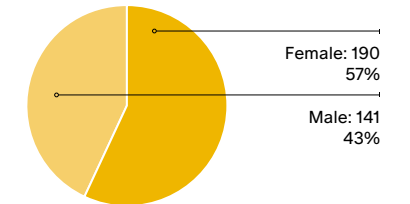
Senior Managers
Total: 452



Executive Committee
Total: 11



Leadership (Director and above)²
Total: 331



1. See more details regarding our people data in our Responsibility Data Appendix 2023/24 available on Burberrypc.com.
2. Senior managers as defined in the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013.

INCREASE REPRESENTATION

Targets:

- 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 USA.

Progress

	FY 2023/24	FY 2022/23
Shortlists across recruitment campaigns ¹		
Female	57%	60%
Male	41%	38%
Other	2%	2%
Percentage of ethnic minority candidates in the UK ¹	31%	39.5%
Percentage of Black/African-American candidates in the USA ¹	10%	16%

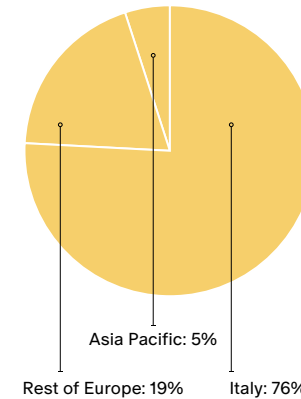
Note: Data is not available for FY 2021/22 as the KPIs were introduced in FY 2022/23.

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

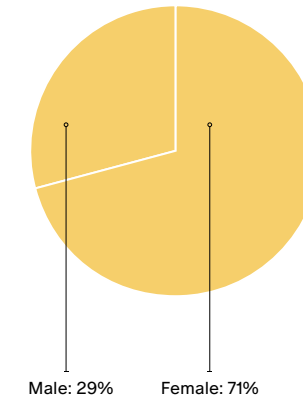
PEOPLE IN OUR VALUE CHAIN

People in our value chain data

Finished goods production sites
679



Finished goods production sites total workforce
62,230



	FY 2023/24	FY 2022/23
Number of finished goods supply chain partners	679	640
Number of total workforce ² in finished goods supply chain	62,230	56,073
Average number of workers per facility in finished goods supply chain	92	88
Percentage of female workers in finished goods supply chain	71%	68%
Percentage of male workers in finished goods supply chain	29%	32%
Percentage of finished goods production sites covered by national and/or industrial collective bargaining agreements	~80%	>70%

Note: Data is not available for FY 2021/22 as the KPIs were introduced in FY 2022/23.

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

Scope of data

Finished goods supply chain partners

Includes finished goods vendor, subcontractor, supporting facilities, nominated facilities. Excludes licensee, raw material suppliers, goods-not-for-resale suppliers

ADVANCE ETHICAL TRADING IN OUR SUPPLY CHAIN

Target: 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)

Our Ethical Trading Programme aims to ensure that the identification, monitoring and mitigation of human rights risks are considered at every point along our value chain, as well as adherence to our Responsible Sourcing Standards. To achieve this, we have a programme of social compliance audits, in addition to training and activities developed in collaboration with experts on modern slavery and ethical trading risks, as well as with stakeholders in our value chain.

Progress

Social compliance audits and assessments

	FY 2023/24	FY 2022/23	FY 2021/22
Number of onsite social compliance audits carried out in the year (full audit onsite, follow up audit onsite)	495	419	496
Number of desktop social compliance assessments carried out in the year	100	32	39
Number of induction trainings conducted across finished goods and supply chain partners	106	N/A	N/A
Percentage of our finished goods supply chain partners that have had a social compliance audit or remained in scope from previous audit	71%	N/A	N/A
Percentage of finished goods supply chain partners that do not meet our ethical trading standards	1% ¹	2%	N/A
Breakdown of finished goods supply chain partners social compliance audit performance			
% Critical	1%		
% Major	44%		
% Minor	27%		
% Excellent	14%		
% Other ²	14%	N/A	N/A

Note: Where data is denoted as N/A, this is due to changes in scope or calculation methodology taking place. Previous years' data is therefore not applicable.

1. Only 1% of our finished goods supply chain partners were identified to have Critical or Business Critical findings and were managed in line with our Critical procedure in FY 2023/24. The main areas of non-conformance with our standards were related to health and safety and working hours. We will continue to work with our partners to identify the root cause of these issues and implement actions to address and prevent them. More details can be found in our Transparency in the Supply Chain and Modern Slavery Statement 2023/24 available on Burberrypc.com.
2. Other grading refers to Accepted, Pre-approved, Audit to be confirmed.

Supply Chain Training

Training our supply chain partners to understand, identify, mitigate and manage modern slavery risks is a key component of our Ethical Trading Programme. Suppliers receive training during onboarding to ensure they have a strong understanding of the importance of transparency during social compliance audits, and of our critical issues. During FY 2023/24, we continued our collaboration with the International Organisation for Migration (IOM), broadening our global programme of training on modern slavery to cover country-specific risks facing migrant workers, fair and ethical recruitment, employer responsibilities, migrant workers' risks and integration of migrant workers.

	FY 2023/24	FY 2022/23	FY 2021/22
Number of our colleagues in sourcing and procurement teams to receive training on human rights	125	89	>120
Percentage of our colleagues in sourcing and procurement teams receiving training on human rights	64%	N/A	N/A
Number of supply chain partners participating in the IOM training	246	77	N/A
Number of workers impacted by the IOM training	57,691	>9,500	N/A

Note: Where data is denoted as N/A this is due to training not being conducted. The first year of reported data is the first year training begun. Previous year data is therefore not applicable.

Vendor Ownership Programme

To promote social compliance audits throughout the tiers of our supply chain, we continue to extend our capacity building programme, named the Vendor Ownership Programme (VOP). The programme supports key supply chain partners in the EMEIA region to adopt their own social compliance audit programmes across their supply chain.

	FY 2023/24	FY 2022/23	FY 2021/22
Number of finished goods suppliers involved in the VOP	24	22	20
Number of subcontractors reached in VOP	310	252	199
Number of workers reached in the VOP	20,547	>16,500	12,405
Percentage of finished goods vendors in EMEIA involved in the VOP	52%	47%	43%

EXTEND WELLBEING ACROSS OUR SUPPLY CHAIN

Target: Extend our Supply Chain Engagement Programme to further advance wellbeing, livelihoods, inclusivity and worker voice across our supply chain.

Our commitment to wellbeing extends beyond our own operations to our wider supply chain, engaging our partners in programmes to support their workers. Since its inception in 2018, we have continually expanded our Worker Wellbeing Programme, building on its benefits year on year.

Progress

	FY 2023/24	FY 2022/23	FY 2021/22
Worker hotlines			
Number of calls to Burberry-sponsored worker hotlines	473	502	435
Number of complaints	22	18	15
Number of consulting requests	447	464	409
Number of psychological support requests	4	20	11
Number of factories ¹ covered by hotlines	40	38	36
Number of workers covered by hotlines	33,364	27,404	19,000
<hr/>			
	FY 2023/24	FY 2022/23	FY 2021/22
Health programme			
Number of supply chain workers impacted by the health programme	832	N/A	N/A
<hr/>			
	FY 2023/24	FY 2022/23	FY 2021/22
Wellbeing programme			
Number of finished goods suppliers participating in Wellbeing Programme	9	15	N/A
Number of finished goods supply chain workers covered by the Wellbeing Programme	11,650	>5,000	N/A

Note: Where data is denoted as N/A, this is due to the KPIs not being collected during this time period. The first reported year is the first year the data became available.

1. Factories include finished goods vendors, subcontractors, supporting facilities, licensees and raw materials suppliers.



Worker Wellbeing Programme FY 2023/24

Finished goods suppliers participating in Wellbeing Programme

9

Finished goods supply chain workers covered by the Wellbeing Programme

11,650

COMMUNITIES

We strive to do the right thing for our customers, our communities and the world around us. We continue our founder’s legacy by supporting young people, championing our communities and collaborating with organisations to make a positive impact.

Inspire young people to create better futures

Targets and Progress 19

Increase volunteering opportunities for colleagues

Targets and Progress 20



INSPIRE YOUNG PEOPLE TO CREATE BETTER FUTURES

Target: Positively impact 500,000 people between FY 2022/23 and FY 2025/26, particularly young people hailing from underserved communities

We provide support to the communities around us. We continue to expand our programmes to inspire young people globally, fostering creativity and building critical life skills.

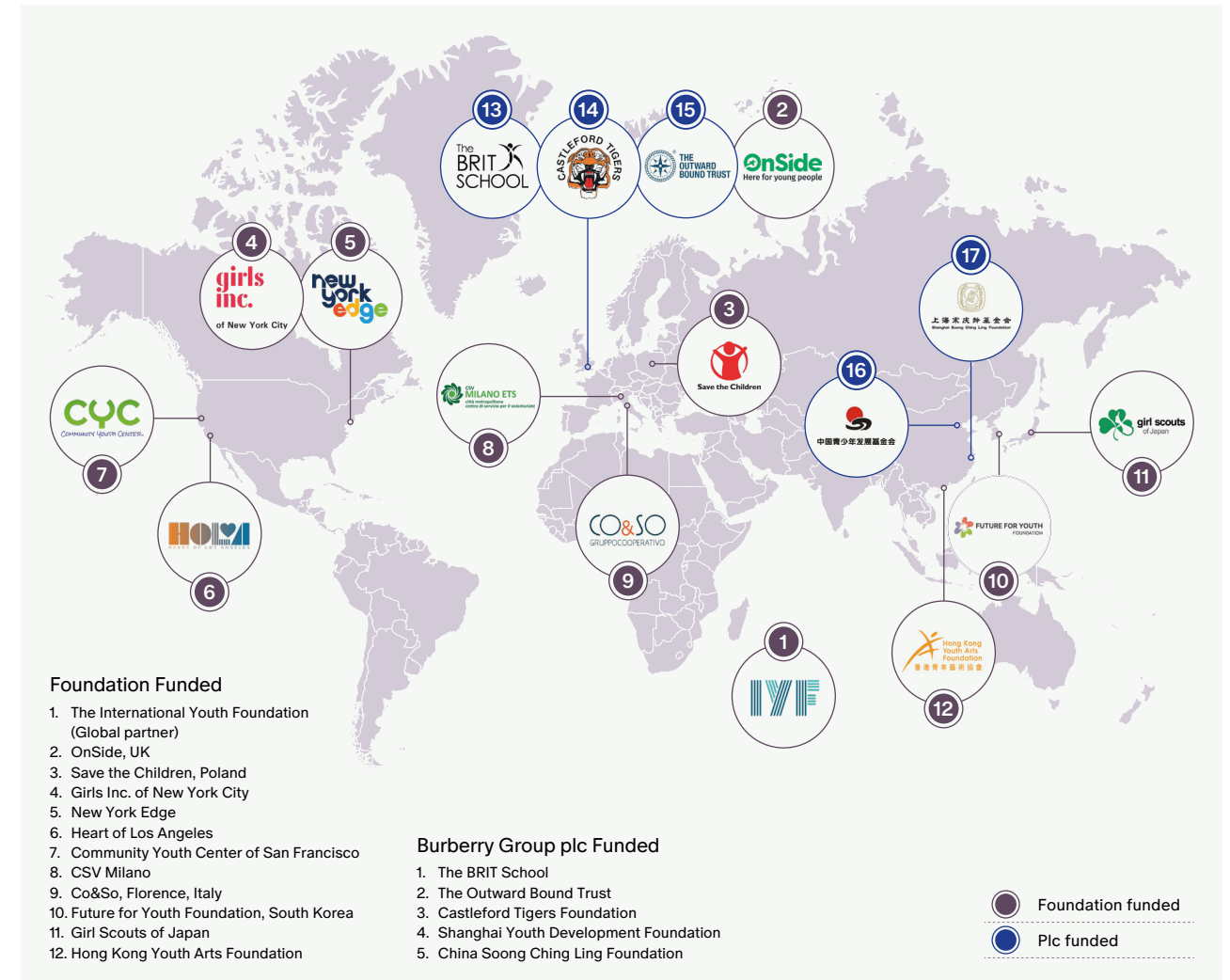
Progress

	FY 2023/24	FY 2022/23
Number of people positively impacted through community programmes supported by Burberry Group plc and The Burberry Foundation in FY 2023/24	219,377*	160,785
Number of people positively impacted cumulatively through community programmes supported by Burberry Group plc and The Burberry Foundation since FY 2022/23	380,162	160,785

* This figure has been assured by the Business for Social Impact (B4SI). For the results of this assurance, see B4SI's Assurance Statement 2023/24 on Burberrypkc.com.

Burberry Inspire

Our flagship Burberry Inspire programme serves as the cornerstone of our efforts to support young people. The Burberry Inspire programme is supported by a global network of partnerships across our key operational regions of EMEIA, Americas and Asia Pacific.



INCREASE VOLUNTEERING OPPORTUNITIES FOR COLLEAGUES

Target: 25% of Burberry colleagues actively engaged in volunteering and fundraising activities by FY 2025/26

Facilitating volunteering and fundraising opportunities for our colleagues allows us to positively impact their wellbeing while supporting the communities where we operate. Our people can volunteer their time to causes which are particularly meaningful to them or aligned to Burberry's Communities strategy. This approach means we can positively impact both our local and global communities.

Progress

	FY 2023/24
Percentage of colleagues actively engaged in volunteering and fundraising activities	8% ¹
Number of volunteering and fundraising projects supported by Burberry colleagues	139*
Total number of volunteering hours	2,799*
Number of charities supported through volunteering, match funding and in-kind donations	92*

Note: Prior year data is not comparable following a change in data collection methodology due to the launch of Spark, our new volunteering and fundraising platform, in FY 2023/24.

1. Figure excludes colleague headcount where there are data restrictions of the Spark volunteering and fundraising platform





* This figure has been assured by the Business for Social Impact (B4SI). For the results of this assurance, see B4SI's Assurance Statement 2023/24 on Burberryplc.com.













BURBERRY BEYOND AND THE SUSTAINABLE DEVELOPMENT GOALS

At Burberry, we recognise 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.

To highlight the main ways we contribute to the SDGs, we outline the location of the relevant detailed disclosure within our Annual Report 2023/24, in the table below. Our Annual Report 2023/24 is available on [Burberryplc.com](https://www.burberry.com/annual-report).

Our targets	SDG targets	Location in our Annual Report 2023/24
Product		
Source certified and responsibly sourced 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>	Page 38
Embed circular business models 	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Pages 38 to 39
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>	Page 40
Planet		
Reach Net Zero by 2040 	<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>	Pages 42 to 44

Our targets	SDG targets	Location in our Annual Report 2023/24
Planet continued		
Embed sustainable manufacturing 	<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>	Pages 45 to 47
Protect nature 	<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>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>	Page 47
People		
Support inclusion 	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	Pages 50 to 52
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>	Page 51

Our targets	SDG targets	Location in our Annual Report 2023/24
People continued		
<p>Advance ethical trading in our supply chain</p>  	<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>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>	<p>Pages 55 to 57</p>
<p>Extend wellbeing across our supply chain</p>  	<p>1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Page 57</p>
Communities		
<p>Inspire young people to create better futures</p> 	<p>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>	<p>Page 59 to 60</p>
<p>Increase volunteering opportunities for colleagues</p> 	<p>17.7 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships*</p>	<p>Page 61</p>

Each pillar of our Burberry Beyond strategy is supported by partnerships and collaboration across-industry and with civil society. See Partnerships supporting Burberry Beyond section on page 25 for further details.

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 and Footwear industry as defined by SASB’s Sustainable Industry Classification System (SICS) with the description of Burberry’s actions and performance against these metrics.

Code	Accounting Metric	Category	Unit of Measure	FY 2023/24 Disclosure
Management of Chemicals in Products				
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	Please refer to ‘Chemicals’ section in the Environmental and Social Responsibility pages of our Annual Report 2023/24 on pages 45 to 46
CG-AA-250a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion and Analysis	N/A	Please refer to the ‘Chemicals’ section on page 45 in the Environmental and Social Responsibility pages of our Annual Report 2023/24 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 Burberrypc.com
Environmental Impacts in the Supply Chain				
CG-AA-250a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreements	Quantitative	Percentage %	Please refer to the ‘Water’ section on page 45 in the Environmental and Social Responsibility pages of our Annual Report 2023/24

Code	Accounting Metric	Category	Unit of Measure	FY 2023/24 Disclosure
Environmental Impacts in the Supply Chain continued				
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	Percentage %	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 our target that 100% of key raw materials in our products are to be certified or responsibly sourced by FY 2029/30 Materials included are cotton, synthetics, viscose, wool, leather and feather and down
Labour Conditions in the Supply Chain				
CG-AA-340b.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	Percentage %	Please refer to ‘Advance ethical trading in our supply chain’ section on page 16 above
CG-AA-340b.1	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers’ labour code of conduct audits	Quantitative	Rate	(1) Please refer to ‘Advance ethical trading in our supply chain’ section on page 16 above (2) Please refer to ‘Advance ethical trading in our supply chain’ and ‘Due Diligence’ sections on page 55 in the Environmental and Social Responsibility pages of our Annual Report 2023/24

Code	Accounting Metric	Category	Unit of Measure	FY 2023/24 Disclosure
Labour Conditions in the Supply Chain continued				
CG-AA-340b.1	Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	Discussion and Analysis	N/A	Please refer to the 'Supply Chain Risk Assessment' section on page 54 in the Environmental and Social Responsibility pages of our Annual Report 2023/24
Raw Material Sourcing				
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	(1) Please refer to 'Procure Certified and Responsibly Sourced Key Raw Materials' on page 3 above (2) Please refer to our TCFD Report on pages 66 to 79 in our Annual Report 2023/24 for details on environmental factors. See 'Supply Chain Risk Assessment' section on page 54 in the Environmental and Social Responsibility pages of our Annual Report 2023/24 for details on social factors (3) Please refer to our TCFD report on pages 66 to 79 in our Annual Report 2023/24 for further details (4) Please refer to 'Procure Certified and Responsibly Sourced Key Raw Materials' on page 3 above
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 or social standard, by standard	Quantitative	Metric tonnes	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 For more information, please refer to 'Procure Certified and Responsibly Sourced Key Raw Materials' on page 3 above

PARTNERSHIPS SUPPORTING BURBERRY BEYOND

We work with organisations to help us drive change and advance our Burberry Beyond Strategy.

Our partners include:

The Fashion Pact

We are members of The Fashion Pact, a global initiative of companies in the fashion industry, which aims to forge a nature-positive, Net Zero future for fashion. Our CEO is a member of the steering committee. This partnership provides support to both the Product and Planet pillars of our Burberry Beyond strategy. As a member of The Fashion Pact, we are collaborating with peers to support our European suppliers with the transformation of energy use at their facilities through the European Accelerator Programme. The programme focuses on improving data collection, guidance on best practice and financing decarbonisation.

Textile Exchange

We are a member of the Textile Exchange, a global not-for-profit organisation driving positive action on climate change. We participate in the Textile Exchange's annual Corporate Fibre and Materials Benchmark (CFMB) survey and in FY 2023/24, Burberry colleagues across Corporate Responsibility, Materials Innovation and Supply Chain attended the Textile Exchange Conference. We are also part of a cross-industry Life Cycle Assessment (LCA) coordinated by the Textile Exchange to better understand opportunities to improve the environmental impact of cashmere production (more details of this can be found on page 44 of our Annual Report 2023/24).

Institute of Positive Fashion – Circular Fashion Innovation Network

We are part of the Circular Fashion Innovation Network, an industry-led programme spearheaded by the British Fashion Council and UK Fashion and Textile Association in partnership with UK Research and Innovation.

Corporate Water Leaders

We work closely with other brands as part of the Corporate Water Leaders group, a global network of working groups dedicated to solving industrial water challenges and furthering water stewardship. The initiative is led by Global Water Intelligence (GWI). We are members of the Textile and Leather Group, which brings major brands together to pave the way for greater operational resilience and more environmentally sustainable business practices within the industry's global supply chain.

UNFCCC Fashion Charter

Burberry is a signatory to the UN's Fashion Industry Charter for Climate Action, which aims to drive change across the fashion industry with an initial goal of reducing aggregate GHG emissions by 30% by 2030. Aligned with the goals of the Paris Agreement, the Charter defines the issues that will be addressed by signatories. These include reducing carbon impacts at production stage, selecting climate-friendly and sustainable materials, exploring circular business models, improving consumer dialogue and awareness, and working with policymakers to catalyse scalable solutions.

ZDHC Foundation

Since 2014, Burberry has been an active member of the ZDHC. Burberry colleagues have served on the Board of the ZDHC Foundation since June 2018 and, since December 2022, chaired the ZDHC Board of Directors.

BSR Human Rights Working Group

We became members of Business for Social Responsibility (BSR) in 2022 and joined their Human Rights Working Group, which was established to help companies implement the UN Guiding Principles on Business and Human Rights (UNGPs). It supports companies in sharing best practices, challenges, and experiences implementing the UNGPs and provides insight on human rights approaches and emerging issues.

UN Global Compact

We are a longstanding member of the UN Global Compact and complete an annual Communication on Progress disclosure across human and labour rights

