

ESG DATA

We are committed to communicating detailed non-financial performance information to our stakeholders, across a wide range of environmental, social and governance (ESG) metrics.

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ENVIRONMENTAL METRICS

Group greenhouse gas (GHG) emissions

Metric	Unit	2022/23	2021/22	2019/20 base year	Compared to last year	Compared to base year
Direct (Scope 1) GHG emissions	tonnes CO ₂ e	1,542,250*	2,023,278*	2,181,890	-24%	-29%
Indirect (Scope 2 market) GHG emissions	tonnes CO ₂ e	833,759*	759,257*	792,275	10%	5%
Indirect (Scope 2 location) GHG emissions	tonnes CO ₂ e	891,267*	886,062*	875,544	1%	2%
Indirect (Scope 3) GHG emissions	tonnes CO ₂ e	5,015,409	5,468,167	5,671,528	-8%	-12%
Total GHG emissions ¹	tonnes CO ₂ e	7,391,418	8,250,702	8,645,693	-10%	-15%
Gross Scope 1 and 2 (market) GHG emissions	tonnes CO ₂ e	2,376,009*	2,782,535*	2,974,165	-15%	-20%
GHG emissions from energy export	tonnes CO ₂ e	529,699*	647,258*	791,810	-18%	-33%
Net Scope 1 and 2 (market) GHG emissions ²	tonnes CO ₂ e	1,846,310*	2,135,278*	2,182,355	-14%	-15%
Energy consumption	MWh	14,407,601*	15,324,120*	15,707,667	-6%	-8%
Energy exported	MWh	1,739,186*	1,774,539*	1,977,616	-2%	-12%
Total production	tonnes	10,164,657*	11,014,256*	10,222,065	-8%	-1%
GHG emissions per tonne of production	kg CO ₂ e / t nsp ³	182*	194*	213	-6%	-15%
Out of Scope GHG emissions	tonnes CO ₂ e	1,018,232*	804,880	552,789	27%	84%

Scope 3 GHG emissions

Scope 3 Category ⁴	Unit	2022/23	2021/22	2020/21	2019/20 base year
Purchased goods and services	tonnes CO ₂ e	2,341,614	2,477,300	2,480,272	2,562,626
Capital goods	tonnes CO ₂ e	161,217	86,304	90,017	96,891
Fuel- and energy-related activities	tonnes CO ₂ e	471,063	500,446	494,324	425,243
Upstream transportation and distribution	tonnes CO ₂ e	377,052	425,362	474,224	407,883
Waste generated in operations	tonnes CO ₂ e	119,671*	218,444	231,287	252,834
Business travel	tonnes CO ₂ e	3,912	1,487	381	4,173
Employee commuting	tonnes CO ₂ e	5,390	6,062	4,880	7,992
Upstream leased assets	tonnes CO ₂ e	4,110	4,558	2,009	4,507
Downstream transportation and distribution	tonnes CO ₂ e	109,260	118,392	112,632	109,381
Processing of sold products	tonnes CO ₂ e	693,418	725,649	789,587	943,600
End-of-life treatment of sold products	tonnes CO ₂ e	693,027	827,855	806,397	780,090
Investments	tonnes CO ₂ e	35,675	76,308	76,308	76,308
Total Indirect (Scope 3) GHG emissions	tonnes CO ₂ e	5,015,409	5,468,167	5,562,318	5,671,528

1. This is the metric used for our science-based target, calculated using the market-based approach. 2. This is calculated as ('Scope 1' + 'Scope 2 (market-based)') - 'GHG emissions from energy exports' to subtract the avoided emissions as a result of energy sales. 3. 't nsp' - metric tonnes net saleable production. 4. Scope 3 categories 11, 13 and 14 are excluded on the basis of relevance or materiality - see our Basis of Preparation online.

* Independent Assurance has been obtained for the metrics marked with an asterisk '*' - see assurance statement opposite.
Independent verification to a limited level of assurance for the 2019/20 base year was provided by Bureau Veritas.

Energy and fuel

Energy	Renewable sources (MWh)	Non-renewable sources (MWh)	Total energy consumed (MWh)
Consumption of fuel (excluding feedstock)	2,927,967	7,650,753	10,578,720
Consumption of purchased or acquired electricity	260,651	1,457,093	1,717,744
Consumption of purchased or acquired steam	558,188	1,547,377	2,105,565
Consumption of self-generated non-fuel renewable energy	5,572	-	5,572
Total energy consumption	3,752,378	10,655,223	14,407,601*

Fuel	For self- generation of electricity (MWh)	For self- generation of heat (MWh)	For self- generation of steam (MWh)	For self- cogeneration or trigeneration (MWh)	Total fuel consumed (MWh)
Sustainable biomass	-	-	-	1,237,382	1,237,382
Other renewable fuels	-	-	-	1,690,586	1,690,586
Coal	-	38,007	-	-	38,007
Oil	-	333,249	-	-	333,249
Gas	-	16,455	1,098,170	6,164,871	7,279,496
Total fuel consumption	-	387,711	1,098,170	9,092,839	10,578,720

Generation	Total gross generation (MWh)	Generation that is consumed by DS Smith (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by DS Smith (MWh)
Electricity	1,908,264	474,741	652,462	119,545
Heat	387,712	387,712	-	-
Steam	4,590,259	4,590,259	2,154,672	2,154,672

Renewables	2022/23	2021/22	2020/21	2019/20
Energy consumption from renewable source (%)	26	21	17	17
Electricity from renewable source (%)	15	13	12	11

Independent Assurance Statement

Deloitte have provided independent third-party limited assurance in accordance with the International Standard for Assurance Engagements 3000 (ISAE 3000) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) issued by the International Auditing and Assurance Standards Board (IAASB) over the selected information, identified with * in the above table, and other selected information relating to carbon, energy, water, waste, production and employee diversity identified with * within DS Smith Annual Report 2023, DS Smith Sustainability Report 2023 and DS Smith ESG Databook 2023. Deloitte's full unqualified assurance opinions, which include details of the selected information assured in 2023/22 and 2022/21, can be found on our ESG Reporting Hub, at <https://www.dssmith.com/sustainability/reporting-hub>



ENVIRONMENTAL METRICS CONTINUED

Water

Metric	Unit	2022/23	2021/22	2020/21	2019/20
Water withdrawals	m³	53,802,571*	54,644,995*	55,237,583	57,451,994
Borehole water	m³	33,202,877	32,359,020	33,417,463	33,997,190
Municipal water	m³	2,270,500	2,062,697	1,950,460	2,858,967
Surface water	m³	18,329,194	20,223,278	19,869,660	20,595,838
Water recirculated for reuse	m³	146,383	543,325	473,832	
Water discharges	m³	39,159,644*	41,584,291*	41,560,885	44,543,734
Fresh surface (river)	m³	16,858,349	17,881,245	17,871,181	19,153,806
Brackish surface (sea)	m³	19,791,514	19,960,460	19,949,225	21,380,992
3 rd party or municipal	m³	2,509,781	3,742,586	3,740,480	4,008,936
Total water consumption	m³	14,789,310*	13,604,030*	14,150,530	12,908,260
Water withdrawals in areas of risk of water stress	Percentage	38	31	36	36

Waste

Metric	Unit	2022/23	2021/22	2020/21	2019/20
Total waste	tonnes	1,438,424*	1,510,728	1,623,229	1,641,493
Recycled	tonnes	912,649*	949,442	1,056,831	1,038,275
Landspread	tonnes	176,206*	162,455	184,679	156,123
Incinerated	tonnes	144,932*	142,911	123,494	105,168
Landfilled	tonnes	204,637*	255,920*	258,225	341,927
Recycling rate ¹	Percentage	63	63	65	63
Hazardous waste	tonnes	3,683	3,424	3,120	3,940

Some historic data may not be given owing to limited coverage.
* Independent Assurance has been obtained for the metrics marked with an asterisk ‘*’ - see the summary assurance statement on page 56.

- 1. This is the recycling rate (‘Recycled’ divided by ‘Total waste’) of the waste generated in our operations, which is predominantly as a result of a wide range of ‘reject’ materials that enter our papermaking process (see page 15). This should not be confused with the post-consumer recycling rate or recyclability of our fibre-based products.
- 2. This table has been developed compared to last year to aid comprehension. ‘Pulp’ and ‘Virgin fibre’ have been consolidated into a single line and ‘Other production’ removed to simplify the table. It is important to note that whilst operating in an integrated model, all of our sites and operating divisions are individual operations that buy and sell from and to external and internal suppliers and customers. This is the main reason why the figures do not balance between the raw material inputs and production outputs.
- 3. This is the waste physically processed by our Recycling Depot network and excludes ‘traded waste’ - see page 74 for definitions.

Materials²

Metric	Unit	2022/23	2021/22	2020/21	2019/20
Raw material inputs					
Recycling depots					
Waste for recycling ³	tonnes	1,091,297	1,093,932	961,182	972,110
Paper mills					
Pulp	tonnes	638,633	647,043	664,043	653,973
Recovered fibre	tonnes	4,013,215	4,439,638	4,608,449	4,489,830
Lumber mill					
Wood from our own forests	tonnes	22,752	77,118	41,252	51,278
Wood purchased externally	tonnes	941,035	1,003,140	1,098,968	932,540
Packaging plants					
Recycled paper	tonnes	3,718,845	4,042,248	3,777,029	3,875,536
Virgin paper	tonnes	892,295	996,388	972,168	945,645
Recycled or chain of custody	Percentage	100	100	100	100
Production outputs					
Paper mills	tonnes	4,096,111	4,540,718	4,701,920	4,565,262
Packaging plants	tonnes	5,042,246	5,587,133	5,132,884	4,954,015

Environmental incidents

Metric	Unit	2022/23	2021/22	2020/21	2019/20
Major incident	Number	0	0	0	0
Minor incident	Number	39	47	38	47

DS Smith ESG Databook 2023, which is available to download from the ESG Reporting Hub on the DS Smith website, contains additional metrics and our basis of preparation, which explains the approach we have taken to prepare and report ESG information. The complete independent assurance report can also be found online.

SOCIAL METRICS

Employees

Metric	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Total number of employees	Number	29,519	29,584	28,864	29,266	31,930
Full-time contract	Percentage	92.4	92.3	92.4	92.4	92.8
Part-time contract	Percentage	3.0	2.3	2.7	2.7	2.6
Temporary contract	Percentage	4.6	5.4	4.9	4.9	4.6
Employees joining	Number	4,869	6,667	4,298	4,537	6,958
Employees leaving ¹	Number	5,034	4,711	3,896	4,435	4,135
Resignation/retirement	Percentage	58	63	50	57	63
Employee turnover ¹	Percentage	16.99	16.09	13.39	14.64	13.84
Voluntary	Percentage	9.83	10.32	6.88	9.03	9.20
Length of service > 10 years	Percentage	42.3	42.6	44.8	45	45.6
Employee age <21 years	Percentage	1	1	1	1	1
Employee age 21-30 years	Percentage	14	14	14	14	15
Employee age 31-40 years	Percentage	23	23	22	22	21
Employee age 41-50 years	Percentage	26	26	26	26	26
Employee age 51-60 years	Percentage	28	27	27	27	26
Employee age >61 years	Percentage	6	5	5	5	5
Age unrecorded	Percentage	2	4	5	5	6
Employees under collective bargaining agreements	Percentage	85	85	85		

Gender diversity

Metric	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Board of Directors	% female	37.5	37.5	37.5	33.3	22.2
Senior leadership ²	% female	34.5	31.8	32.4	27.9	28.3
All employees	% female	22.9*	22.5	21.9	21.7	22.2
Graduate recruitment	% female	50	64	66.7	25	47.4
UK gender pay reporting						
Average (mean) total gender pay gap	Percentage	-2.9	2.2	3.5	4.7	10.2
Average (median) total gender pay gap	Percentage	1.5	6.6	6.2	6.7	10.3

Some historic data may not be given owing to limited coverage.
* Independent Assurance has been obtained for the metrics marked with an asterisk ‘*’ - see the summary assurance statement on page 56.

1. Excludes employee turnover owed to divestments.
2. Senior leadership is defined in accordance with the requirements of the FTSE Women Leaders Review as those on our four Executive Committees - Global Operating Committee; Global Strategy Committee; M&A Committee; and Health, Safety, Environment and Sustainability (HSES) Committee - and their direct reports.

Health and safety

Metric	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Lost Time Accidents (LTAs)	Number	103	110	113	138	140
Employees	Number	91	96	101	119	121
Contractors	Number	12	14	12	19	19
Accident Frequency Rate (AFR) ³	Number	1.82	1.93	2.04	2.40	2.41
Fatalities	Number	0	0	0	0	1
Total Recordable Injury Rate (TRIR)	Number	1.08	1.42	1.42	1.96	2.08
Lost Time Injury (LTI) Severity Rate	Number	0.12	0.11	0.13	0.13	0.15

Training and development

Metric	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Average hours of training and development	Hours per FTE	32	26	24		
Promotions (positions filled by internal candidates) ⁵	Number	696	626	388	427	312

3. The 2021/22 figure has been restated (correction from 1.91 published last year).
4. Scope: Partial data coverage representing c. 82 per cent of the workforce at this time.
5. Scope: Partial data coverage representing UK employees only at this time.

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GOVERNANCE AND OTHER METRICS

Business ethics

Metric	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
SMETA ¹ non-conformances						
Entitlement to work	Number	0	2	1	4	3
Environment	Number	2	3	3	3	4
Health, safety and hygiene	Number	13	15	30	32	48
Management systems	Number	2	3	16	4	3
Regular employment and wages	Number	4	4	4	8	10
Working hours	Number	4	8	3	4	6
Other	Number	4	3	1	1	2

Management system certifications

Metric	Unit	2022/23	2021/22	2020/21
ISO 9001	% of sites	72	74	75
ISO 14001	% of sites	55	56	56
ISO 50001	% of sites ²	100	100	100
ISO 45001 or OHSAS 18001	% of sites	33	33	34
FSC®	% of sites ³	100	100	100
PEFC	% of sites	2	3	2
SFI	% of sites	2	2	2

Paper certifications⁴

Metric	Unit	2022/23	2021/22	2020/21	2019/20
FSC® Mix	% of papers	6	7	7	7
FSC® Recycled	% of papers	75	73	73	73
FSC® Controlled Wood	% of papers	19	20	20	20

Responsible sourcing (sustainable procurement)

Metric	Unit	2022/23	2021/22	2020/21	2019/20	2018/19
Suppliers agreed to our supplier standards	Percentage	78	78	45	11	2
Strategic suppliers agreed to our GSS ⁵	Percentage	100	100	100	74	30
Strategic suppliers assessed on sustainability ⁶	Percentage	100	100	100	74	
Suppliers engaged in improvement plans	Number	63	68	46	18	
Initiated actions to improve performance	Number	444	330	389	239	
Completed actions to improve performance	Number	222	167	180	139	

- 1. Sedex Members Ethical Trade Audit (SMETA).
- 2. Scope: Sites accounting for at least 90 per cent of overall Group energy consumption.
- 3. Scope: Packaging, Paper and Paper Sourcing sites that trade or manufacture products derived from timber.
- 4. Scope: Papers purchased through our centralised Paper Sourcing platform.
- 5. Global Supplier Standard (GSS).
- 6. Assessed on sustainability refers to undertaking the EcoVadis sustainability ratings assessment, or via other means. Improvement plans, initiated actions and completed actions refer to those issued within the EcoVadis platform.

Some historic data may not be given owed to limited coverage.
Strategic suppliers comprise c. 76 per cent of our Scope 3 Purchased Goods and Services emissions.

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