

Sustainability Report 2022

RESILIENCE. GROWTH. INNOVATION.



RC 771

GUINNESS
NIGERIA

Inside this Report

- 3 CEO's Address
- 6 Scope of the Report
- 7 Stakeholder Engagement & Materiality
- 12 Our Purpose, Values and Strategy
- 15 About Guinness Nigeria Plc
- 17 Governance and Risk Management
- 20 Community Impact
- 28 People
- 35 Environment
- 41 Circular Economy
- 45 Recognition and Awards
- 48 Appendix
- 49 GRI Content Index



THE FOREMOST
TOTAL
BEVERAGE
ALCOHOL
COMPANY
IN NIGERIA





Our Chief Executive's Address



I am happy to report that we did not lose any of our employees to the pandemic in the period under review.

I am delighted to introduce the FY22 edition of our Sustainability Report. I must say that I am super proud of our employees and the entire organisation for the amazing rebound we have made from the uncertainties of the last couple of years with the COVID-19 pandemic which practically brought the entire world to its knees in every sense imaginable.

Guinness Nigeria did not only deliver a fantastic performance under extremely volatile economic conditions but also drove initiatives targeted at keeping all our employees and their families protected in several ways including the Voluntary COVID-19 Vaccine Drive which made provisions for all employees and their family members to get vaccinated through an arrangement with the local health authorities within our Lagos and Benin sites. I am happy to report that we did not lose any of our employees to the pandemic in the period under review.

In April 2022, after almost two years of remote working, our offices re-opened nationwide with our headquarters moving into a brand-new state-of-the-art facility named GNHQ. Beyond the brick-and-mortar, GNHQ represents for us the

'Future of Work' with sustainability at the core of its design – it's the place where our people come together to collaborate, create, and connect.

As we returned to work (albeit hybrid), the safety and well-being of our employees remained of utmost importance to us hence all requisite COVID-19 safety precautions and protocols were put in place and strictly adhered to, even as we continue enriching the communities where we operate, source, sell and live through social investment initiatives and active participation.

Our Environmental, Social and Governance agenda is fully aligned with that of our parent Company – Diageo, and it is hinged on the United Nations Sustainable Development Goals launched in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. Society 2030: Spirit of Progress is our 10 year action plan towards the achievement of the SDGs in our company, with our communities and for society, and it is underpinned by 3 major pillars: Promote Positive Drinking, Inclusion & Diversity and Pioneering Grain to Glass Sustainability.

Our agenda to Promote Positive Drinking aimed at changing the way the world drinks for the better by celebrating moderation and addressing alcohol-related harm continues to fire on all cylinders through various impactful initiatives.



This report outlines our achievements in the Environment, Social and Governance space during the year ended 30th June 2022.

Our agenda to Promote Positive Drinking aimed at changing the way the world drinks for the better by celebrating moderation and addressing alcohol-related harm continues to fire on all cylinders through various impactful initiatives. Smashed – our theatre in education programme targeted at tackling under-age and binge drinking reaching over 15,000 students across 3 states; DrinkIQ - our online global repository of all information regarding alcohol and its interaction with the human body drove engagement across multiple social media platforms resulting in about 2,000,000 impressions and over 20,000 unique site visits; Wrong Side of the Road – our authentic and immersive learning experience which aims to correct the erroneous culture of drinking under the influence of alcohol reached about 12,000 people with over 70% of them reporting a change in attitude.

We believe that a most inclusive and diverse culture makes for a better business and a better society, we, therefore, continue to champion inclusion and diversity across our business, with our partners and communities, to help shape a more

Society 2030: Spirit of Progress is our 10-year action plan towards the achievement of the SDGs in our company, with our communities and for society, and it is underpinned by 3 major pillars: Promote Positive Drinking, Inclusion & Diversity and Pioneering Grain to Glass Sustainability.

tolerant society. 33% of our leaders in executive positions are female, including a distinguished female Board Chair for the first time in our organization's 73 years of operation in Nigeria. We pioneered the recruitment of an all-female STEM Graduate Management Trainee programme aimed at further opening traditionally male-dominated roles to women. 340 women across Imo, Osun and Edo states were trained and empowered under Plan W – our Skills and Learning For Life initiative, which focuses on improved employability and

economic empowerment for under-represented women within communities where we source and sell.

We recognise that our continued long-term success depends on the people and planet around us and understand that this success is threatened by climate change, water stress, biodiversity loss and other environmental factors. We have taken it upon ourselves to ensure that our people, our suppliers, our consumers, and society at large all thrive because of our business. That means working with our whole value chain – the people, resources and environment that contribute to our success, from grain to glass by helping to preserve water for life, accelerating to a low-carbon world and becoming sustainable by design.

Overall, FY22 was an incredible year for us at Guinness Nigeria plc as employers, employees, within our communities and stewards of nature. I am therefore incredibly proud of the full details of the bold and impactful initiatives we executed in the period under review which are captured in this Sustainability Report.

John Musunga
MD/CEO

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FOR EVERY
OCCASION.

DRINK RESPONSIBLY
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18+



About this Report

For over half a decade, Guinness Nigeria Plc has reported the non-financial aspect of our operations; dedicated towards our ambition to be “the best performing, most trusted and respected consumer products company in Nigeria”. Through our Annual Reports, Sustainability Reports, Website and other traditional and social media channels, we have consistently shared information related to our Environmental Social Governance and Economic impacts.

Our sixth sustainability report, **Resilience, Growth Innovation**, covers Guinness Nigeria Plc's operating geographies across Nigeria. Unless otherwise stated, this Report documents the extent to which we have moved the dial in our commitment towards creating a positive impact within our company, in our communities and for society during our FY22 calendar year (1 July 2021 through 30 June 2022).

Guinness Nigeria Plc has prepared this report with reference to the relevant principles of the GRI reporting standards as it relates to our sustainability practices and performance across our business.

Inquiries related to this Report and its contents should be directed to our sustainability team using the details below.

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Our engagement
with our
stakeholders is
driven by our
values, beliefs
and principles.

Stakeholder Engagement & Materiality

- Stakeholder Engagement 8
- Materiality 9



Stakeholder Engagement

We understand that the success of our operations is highly dependent on how we engage with our stakeholders.

Stakeholders are identified in line with the risk or opportunity of every project or assignment. For each project, we embark upon a list of relevant stakeholders, whom we prioritise and incorporate into the program action plan. Many projects are now managed by cross-functional teams which has helped ensure all relevant external stakeholders are captured at the planning stage and are managed holistically.

The various stakeholders have different expectations, influence and reactions, and to manage those diversities in thoughts, action and importance, we make a conscious effort to engage in a range of ongoing activities that allow us to receive feedback. Below is a table that highlights our stakeholder engagement for the reporting year.

Table 1: Stakeholder Engagement Grid

Stakeholder Group	Method of Engagement	Reason for Engagement	Engagement Frequency
Consumers	<ul style="list-style-type: none"> Dedicated toll-free line Guinness Nigeria's website In-bar promoters Points of sale Print and electronic media Social media Trade visits and bar calls 	<ul style="list-style-type: none"> Product availability Product quality Product accessibility Redemption of promo incentives Responsible consumption/ Underage drinking 	<ul style="list-style-type: none"> Daily Weekly Monthly As the need arises
Customers (Distributors, Wholesalers and Retailers)	<ul style="list-style-type: none"> Customer call centres/toll-free line Customer meetings Customer relationship managers Customer satisfaction survey Direct contact through sales Industry trade groups/ meetings 	<ul style="list-style-type: none"> Accessibility of the desired brand(s) Brand protection and anti-Counterfeiting Data protection and privacy Ethical behaviour and performance Materials/ingredients in our brands Product quality Reuse of packaging materials e.g., bottles Underage drinking/ responsible consumption 	<ul style="list-style-type: none"> Daily Weekly Monthly As the need arises
Employees	<ul style="list-style-type: none"> Company website Corporate induction for new joiners Cross-functional workstream sessions Departmental meetings Intranet Newsletters One-on-one engagements Pathway of Pride Sessions Performance reviews Team Bonding events Town hall meetings Training & development sessions 	<ul style="list-style-type: none"> Business performance The clarity in job function/role description Code of business conduct Compensation & benefits Diversity & Inclusion Ethical business practices Grain-to-glass sustainability Human capital development Human rights Organisation culture/policies Promotion of positive drinking Workplace health and safety 	<ul style="list-style-type: none"> Daily Weekly Monthly As the need arises
Investors & Shareholders	<ul style="list-style-type: none"> Annual reports Annual general meetings Annual shareholder meetings Annual sustainability report Company website Dialogue Direct engagements Investor releases Results from investors' conferences 	<ul style="list-style-type: none"> Business performance Brand awareness Organisational policies and corresponding impacts Major changes within the organisation Governance structure and infrastructure 	<ul style="list-style-type: none"> Quarterly Annually



Business Partners (Vendors, Suppliers, Consultants, etc.)	<ul style="list-style-type: none"> Formal correspondence Guinness Supplier Education package KYBP processes Memorandum of Understanding Online registration on the SEDEX platform Periodic meetings 	<ul style="list-style-type: none"> Code of Business Conduct Definition of Terms of Engagement Diversity, Equity & Inclusion Ethics & Compliance Health & Safety Human Rights Procedures for procurement 	<ul style="list-style-type: none"> Daily Weekly Monthly As the need arises
Host Communities	<ul style="list-style-type: none"> Direct local engagement with community heads Employee volunteering activities Inclusion and positive impact support through Society 2030 Spirit of Progress initiatives Sponsorships 	<ul style="list-style-type: none"> Employment issues Environmental & Social Impact Assessments Environmental issues Health & Safety concerns Project implementation support Social & economic support 	<ul style="list-style-type: none"> Quarterly Annually As the need arises
Regulators	<ul style="list-style-type: none"> Courtesy visits Direct engagement with Regulatory Affairs Manager Formal meetings on policy matters Informal meetings on specific issues Meetings with business leaders, when required Periodic reports as required 	<ul style="list-style-type: none"> Advert vetting and approvals Assessment of product quality Compliance with regulations Ethical business practices Inspection of production areas Issuing of licence New product testing Product registration and approval Research and Development (R&D) 	<ul style="list-style-type: none"> Regular Ad hoc
The Media	<ul style="list-style-type: none"> Emails Media parleys 	<ul style="list-style-type: none"> Advertising of new campaigns and promotions Opinion polling Publicity of initiatives 	<ul style="list-style-type: none"> Regular Ad hoc
The Government	<ul style="list-style-type: none"> Correspondence Meetings 	<ul style="list-style-type: none"> Establishment of new operation sites Maintenance of standards Product and regulatory issues Trade issues such as taxes, tariffs, and excise duties 	<ul style="list-style-type: none"> As the need arises
NGOs/Civil Society	<ul style="list-style-type: none"> Collaborative partnerships Dialogue Direct engagement/ consultations on new proposals Sponsorships 	<ul style="list-style-type: none"> Collaborative partnerships in the implementation of Society 2030 Spirit of Progress initiatives 	<ul style="list-style-type: none"> Annually As the need arises



Materiality

We utilise the input and response from our stakeholders during our various stakeholder engagements to determine our material issues. While we developed and introduced a new sustainability strategy, there was no addition or removal of topics from our list of material issues from our FY21 Sustainability Report. The result of the engagement gives us the prioritised list of topics as indicated below.

Table 2: Material Issues

Material Issues	Description
Occupational Health and Safety	Health and safety of our employees, contractors, and visitors
Ethics and Compliance	Behaviours and policies which guide the way we work
Product Quality	All aspects of product quality and safety, including policy, compliance, complaints and feedback
Diversity and Inclusion	Supporting diversity, inclusiveness, and fair work practices
Water Management	Water security and stewardship including consumption, intensity, re-use, recycling, and effluent management
Sustainable Sourcing	Sustainable sourcing and sustainable processes from our suppliers and growers
Energy Efficiency	Energy consumption and intensity, energy sources and use of renewable energy
Accountability and Governance	Strategy and risk management, legal and regulatory compliance, ethical business practices
Waste	Waste generation, rates of recycling, types of packaging, recycled content
Responsible Chain Management	Responsible business practices to protect our value chain and the communities in which we operate
Community Investments	Community engagement, social investment, and contribution to local communities including charitable giving
Responsible Marketing	Responsible and moderate drinking can be part of a balanced lifestyle and we want to provide our consumers with the information, tools and resources to make informed choices about whether to drink or not to.

PAINT THE TOWN A NEW KIND OF RED



Keep Walking



We are driven to succeed by our purpose and our vision.

Everything we do is underpinned by the values that guide how we work.

Our Purpose, Values and Strategy

- Our Purpose 8
- Our Values 9
- Our Strategy 9



Our Purpose

Celebrating life every day, everywhere.

Our five values

We are passionate about customers and consumers. Our curiosity, customer and consumer insights drive our growth. We care for our brands. We are courageous in pursuing their full potential. We're innovative, constantly searching for new ideas that drive growth and developing them across our business.

01

We give ourselves and each other the freedom to succeed because this fosters an entrepreneurial spirit. We trust each other; we are open and challenging. We always function as a team – when we're together and when we are apart.

02

We are proud of what we do and how we do them. We act sensitively with the highest standards of integrity and social responsibility. We enjoy and benefit from diversity.

03

We strive to be the best – we are restless, always learning and always improving. We constantly set high standards and then try hard to exceed them. We deliver results, win where we compete and celebrate our successes.

04

We value each other – we seek and benefit from diverse people and perspectives. We strive to create mutually fulfilling relationships and partnerships.

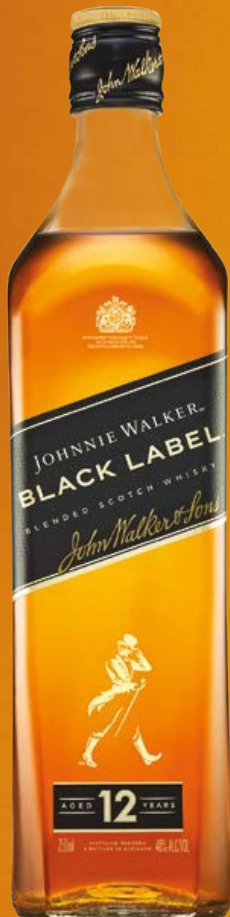
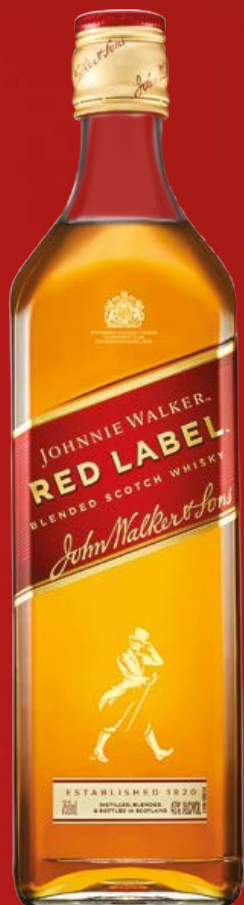
05

Our Strategy

Our Environmental Social and Governance agenda is fully aligned with that of our parent company – Diageo – which is hinged on the United Nations Sustainable Development Goals (SDGs) launched in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. Society 2030: Spirit of Progress is our 10-year action plan towards the achievement of the SDGs in our Company, with our communities and for society, and it is underpinned by three major pillars: Promote Positive Drinking, Inclusion & Diversity and Pioneering Grain to Glass Sustainability.

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**We are an iconic
African company,
renowned across
the continent and
internationally
for our high-
quality brands.**

About Guinness Nigeria Plc

• Our Business

8



About Guinness Nigeria Plc



Guinness Nigeria is the only Total Beverage Alcohol company in Nigeria with a wide portfolio of brands catering to non-alcohol and alcohol drinkers, with non-alcoholic beverages, spirits, lagers and beers.

Our Business

Guinness Nigeria PLC (a Diageo company, the world's largest drinks company), headquartered at Cocoa Industries Road (Guinness Road), Ogba, Ikeja, Lagos, was established in 1950 and is home of the first Guinness brewery outside of the British Isles, making it one of the oldest serving manufacturing companies in Nigeria.

The first bottle of Guinness Foreign Extra Stout in Nigeria was brewed in its Ikeja Brewery in 1962, two years after Nigeria's independence. Three years later, in 1965, Guinness Nigeria was listed on the Nigerian Exchange Commission (NGX), at the time the Nigerian Stock Exchange.

In 1974, the Company built a second brewery in Benin, where it produced Harp Lager Beer. This facility was later expanded to accommodate a second stout brewery, commissioned in 1978. In 1982, a fourth Guinness brewery was built in Ogba, Lagos to brew Harp Premium Lager Beer. This site too was expanded to include Guinness Stout. In 2011, the Benin and Ogba breweries were expanded to further increase capacity and meet the growing demand for Guinness Nigeria products.

Guinness Nigeria is the only Total Beverage Alcohol company in Nigeria with a wide portfolio of brands catering to non-alcohol and alcohol drinkers, with non-alcoholic beverages, spirits, lagers and beers. Some of its well-known and well-respected brands include Malta Guinness, Orijin Bitters, Orijin Zero, Dubic Malt, Guinness Foreign Extra Stout, Singleton, Guinness Gold, Mr Dowell, Snapp, Gordons Moringa, Smirnoff Ice, Smirnoff Vodka, Johnnie Walker, Baileys, Ciroc, Guinness Smooth, and most recently, Orijin Tigernut and Ginger.

We also have exclusive distribution rights to Diageo's iconic brands in Nigeria, including Baileys, Smirnoff, Gordons, Captain Morgan, Tanqueray, Ciroc and the Johnnie Walker range. Guinness Nigeria Plc installed Polyethylene terephthalate (PET) production lines and commenced the production and sale of products in PET format in the 2018 financial year. The Company currently produces Malta Guinness, Orijin Zero and Dubic Malt in PET formats and has PET formats for its Baileys Delight, Orijin Bitters and Orijin Herbal Gin. Furthermore, in 2021, we

marked another significant milestone with the commemoration of our 72nd anniversary and progresses into the future, the business continues to realign and reposition itself with the required agility, to effectively adjust to the changing landscape of the FMCG sector in Nigeria. We continue to place premium on the consistent delivery of quality products to our consumers in relentless pursuit of our aim to be the best performing, most respected consumer products company in Nigeria.

In recognition of the foregoing commitment and in line with our growth agenda, we embarked on an expansion of the production capacity on our Spirit Line at Ogba Brewery. In November 2021, Guinness Nigeria commissioned a £2.0m production line in our Lagos site to produce spirit drinks - about 600,000 Equivalent Units of the Company's iconic spirits brands - including Orijin Bitters, per year. This project is part of the mainstream spirit capacity expansion programme geared at satisfying the growing demands for our iconic brands by our consumers.

A close-up photograph of a person's hand, wearing a dark suit sleeve, reaching out towards a row of wooden Jenga blocks. The blocks are arranged in a slightly curved line, and the hand is positioned as if about to move one of them. The background is dark and out of focus.

We are committed
to a high standard
of corporate
governance and
demonstrate the
highest standards
of integrity in
everything we do.

Governance and Risk Management

- Governance
- Risk Management
- Policy Commitment
- Anti-corruption & Anti-competitive Behaviour



Governance and Risk Management



Governance

We understand that robust governance is vital to ensure our business' responsible conduct and operation, as well as to achieve long-term value generation by aligning and driving both economic and social performance while ensuring transparency and building legitimacy with all stakeholders. The Company's detailed corporate governance structure is indicated under the Director's report of the 2022 Annual Report and Accounts, which strives to comply with best practices in terms of structure, diversity, and experience.

The Board is the ultimate decision-making body of the Company. The Board is responsible for oversight of the business, long-term strategy and objectives, and the oversight of the Company's risks while evaluating and directing the implementation of company controls and procedures including maintaining a sound system of internal controls to safeguard shareholders, investments, and the Company's assets. The Board may delegate some of its responsibilities to the

committees of the Board of Directors. The Board of Directors presents an update of its activities to shareholders at the general meeting of the business and constructively engages with Shareholders on the floor of the meeting.

The Board Chair is an independent non-executive director of the Company and is not involved in any management responsibilities of the business.

The Nominations, Governance and Remuneration Committee (NGRC) is charged with instituting a transparent procedure for the appointment of new directors to the Board and making recommendations to the Board regarding the tenures, re-appointment, and remuneration of non-executive directors on the Board. The NGRC establishes a formal and transparent process for Board appointments based on merit and against objective criteria for appointment to the Board and Board committees, reviewing prospective candidates' qualifications and any potential conflict of interest, diversity

needs on the Board, assessing the contribution of current Directors against their re-nomination suitability, and making appropriate recommendations to the Board. The appointment of directors is subject to the approval of the shareholders at a general meeting of the Company.

The Board of Directors engages in an annual training plan for its members. The Nomination, Governance & Remuneration Committee approve a continuing education programme to ensure existing Directors stay current with the Company's business and objectives as well as relevant industry information and other external factors such as corporate governance requirements and best practices. As part of the programme, Directors are encouraged to periodically attend appropriate continuing education seminars or programmes which would be beneficial to the Company and the Directors' service on the Board.



The Board delegates responsibility for managing the organisation's impacts on the economy, environment, and people by approving the annual Schedule of Authorities and Limits for operations within the business showing the approving matrixes within the business. Furthermore, the Board reviews and approves the relevant information relating to sustainability strategy and reporting for the business.

The Board of Directors is guided in its meetings and deliberations by the Board Charter including the Schedule of matters reserved for the Board. Additionally, in these meetings, they disclose any conflict of interest that may have arisen.

The Board established a system to undertake a formal and effective annual evaluation of its performance and that of its Committee, the Board Chair, and the individual directors. The assessment is conducted to ensure the Board, Committees, and individual directors are effective and productive and to identify opportunities for improvement, especially considering the constantly changing dynamics of the business world and the industry in which the Company operates.

Risk Management

The Board of Directors has the responsibility of ensuring the maintenance of a sound system of internal control and risk management which it does through its Finance, Audit and Risk Committee. In compliance with the requirements of the Code of Corporate Governance and with extant regulations as may be revised from time to time, Management provided assurances to the Board during the financial year that the risk management, control, and compliance systems in Guinness Nigeria Plc are operating efficiently and effectively.

Guinness Nigeria Plc's approach to risk management is in line with Diageo's Global

Risk Management Standard. On an annual basis, we undertake a holistic risk mapping and assessment to identify top internal and external existing or emerging risks which are thereafter ranked based on their likelihood of occurrence and their impact on the business. These risks are assigned to specific owners who are then tasked with ensuring that robust plans are in place to mitigate these risks or prevent them from crystallising. These risks and mitigation plans are reviewed quarterly at the Risk Management Committee (RMC) meeting which is chaired by the Managing Director and comprises the heads of functions and other extended leadership team members. We have continued to sustain a strong control program through our Controls Assurance and Risk Management (CARM) framework, which also ensures Guinness Nigeria Plc complies with all relevant local and international legislations including the Sarbanes Oxley Act 2002.

There remains a regular review and monitoring of the overall risk and control environment of the business by the Risk Management Committee at the management level and by the Finance, Audit and Risk Committee of the Board; and implementation of Crisis Management and Business Continuity Plans which are regularly tested for effectiveness.

Policy Commitment

We embed our policy commitments for responsible business conduct, firstly with the tone from the top (management) and empowering a Business Integrity team that partners with all functions to ensure that there is awareness, continuous training and coaching as well as policy interpretations to ensure that policies and procedures are strictly adhered to.

Internal review and assurance tests are also performed to ensure that strategies, policies, and procedures are embedded in all operations and are effective. We also ensure that all business relationships

adhere to the same minimum standards of the code of business conduct.

The Business Integrity team drives policy communication, implementation and monitoring across the business. Additionally, they provide assurance and support to the business on responsible business conduct and implementation of the Code of Business Conduct (CoBC).

Anti-corruption & Anti-competitive Behaviour

We have an Antibribery and Corruption Policy, and a Competition and Anti-trust Policy which all employees must comply with. A subset of the Anti-Bribery and Corruption Policy is the Gifts and Entertainment Rules which provides mandatory guidance on giving and receiving gifts and entertainment to mitigate against the risks of conflict of interest and engaging favours for payments, especially to government officials.

The Board of Directors, our employees, and business partners, including customers and vendors, are constantly engaged in our anti-corruption drive through policy training, onboarding programs, contracts, or policy refresh activities.

Our risk framework was structured to review and capture emerging risks and current trends that could impact the business. The corruption risk was not in the risk landscape for the reporting year.

Furthermore, during the reporting year, we had no incidents of corruption, no confirmed incidents in which employees were dismissed or disciplined for corruption, and we were not subject to legal actions for anti-competitive behaviour, anti-trust, and monopoly practices.



The positive contribution we make to lives, communities and the environment through good business are important to our long-term success.

Community Impact

- Drinkiq Campaign
- Smashed
- Wrong Side of the Road
- Ember Months Campaign
- Plan W
- Undergraduate Scholarship Scheme
- Donations
- Sightsavers
- Guinness Creates A Smile
- Preserving Water For Life
- Partnering with Food & Beverage Recycling Alliance



Community Impact



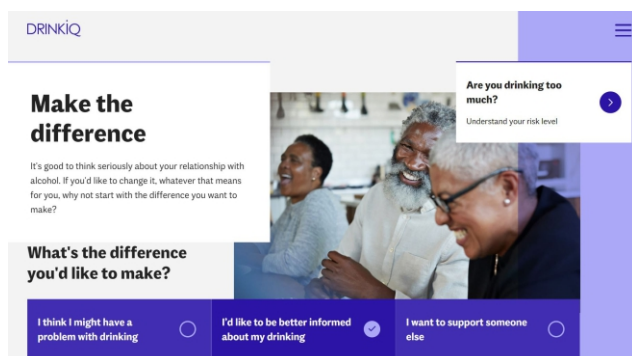
Promoting Positive Drinking

We want to change the way the world drinks for better, by celebrating moderation and continuing to address harm related to excessive consumption of alcohol, expanding our programmes that address under-age drinking, binge drinking and drink-driving.

We have developed several initiatives and partnerships to help drive this all-important message of moderation over the years, some of which are:

DRINKiQ Campaign

DRINKiQ is Diageo's global resource created to help people make responsible choices around alcohol consumption. The program is delivered through training, information provision and practical advice online. The platform is designed to educate people on the risks of alcohol-related harm and is part of our wider 2030 targets on positive drinking which aims to reach one billion people across the world with a dedicated message of moderation from our brands. During the reporting year, we ran digital campaigns across several social media platforms to drive engagement with this resource, resulting in over 2,000,000 impressions and over 20,000 unique site visits.



SMASHED

SMASHED is our theatre-in-education programme targeted at tackling underage drinking among youths using drama and other interactive educational tools. The initiative is aimed at instructing students that no amount of underage drinking is safe by providing facts, causes, and consequences of underage drinking. Smashed launched in the UK over a decade ago and has now been delivered in several countries around the world. At Guinness Nigeria, we piloted the programme in 2018 and it has since reached over 75,000 students across the country.

In the year under review, we reached 15,141 students across 70 government public and private schools within Lagos and Akwa Ibom states. The SMASHED programme has been adopted by the Beer Sectoral Group of MAN (Manufacturers Association of Nigeria) as one of its major advocacy channels for tackling alcohol misuse and is formally endorsed by the Federal Ministry of Health and the Federal Ministry of Education.

We reached 15,141 students across 70 government public and private schools within Lagos and Akwa Ibom states.





Wrong Side of the Road

Wrong Side of the Road is our latest responsible drinking initiative. It is an authentic and immersive learning experience which allows users to have an interactive conversation with real drink drivers, real people, real stories, and real consequences. The e-learning module aims to address the erroneous thinking that it is socially acceptable to drink and drive. The Wrong Side of the Road program is a hard-hitting, gut-wrenching real-life experience of everyday people who took the wrong decision to drive while impaired by the consumption of alcohol.

We are leveraging our long-standing relationship and partnership with the Federal Road Safety Corps (FRSC) to drive the adoption of this module by key driving schools across Nigeria as well as running several offline roadshows to drive engagement. In FY22, we reached 12,733 people with 9,672 of these people reporting desirable attitude change towards drinking and driving.





Ember Months Campaign

Our annual Ember Months Campaign in collaboration with the Federal Road Safety Corp is another platform through which we discourage the harmful use of alcohol specifically focusing on commercial transport operators.

During the last quarter of every calendar year when festivities peak and the volume and frequency of road travels inevitably increase, we run Don't Drink & Drive campaigns at strategic motor parks across major metropolis, engaging with key stakeholders in the transportation industry and educating them about the dangers of driving impaired.

We also use this opportunity to provide basic health check services to commercial motor drivers and persons active in and around motor parks. This program has proven to be hugely successful and impactful over the years, attracting the support and endorsement of major government agencies including the FRSC, the Vehicle Inspection Office (VIO), Lagos State Traffic Management Authority (LASTMA), Road Transport Owners Association, National Union of Road Transport Workers (NURTW), among others.





Championing Inclusion and Diversity

We believe that a most inclusive and diverse culture makes for a better business and a better society, we therefore continue to champion diversity and inclusion across our business, with our partners and communities, to help celebrate diversity and shape a more tolerant society.

Plan W

Under our Learning for Life and Skills program Plan W, we facilitated improved employability and economic empowerment for 340 women in Imo, Osun, and Edo states. The Plan W program is a capability-building training and empowerment program that covers general business skills, business modelling and simple business bookkeeping as well as the provision of trade assets and seed capital to start small-scale product retailing and distribution businesses. This initiative debuted in 2019 and has thus far benefitted 550 women across the different geopolitical zones in Nigeria.



Undergraduate Scholarship Scheme

The Guinness Undergraduate Scholarship scheme provides a platform for our business to support youth development across the country. The scheme is designed to competitively identify brilliant undergraduate students in higher institutions in Nigeria in selected programs. We also use the program to identify deserving beneficiaries from our host communities in the discharge of our focus on positively impacting our host communities.

We awarded scholarships to 25 additional undergraduate students who were successful in the screening process for FY22, bringing to 65, the total number of awardees currently benefiting from the scheme. The scholarship covers the tuition and accommodation fees of the beneficiaries from the moment they get into the program and throughout their course of study. Under this scheme, each beneficiary gets the sum of One Hundred Thousand Naira, only (N100,000) for each year of their undergraduate study until graduation.





Donations

In consonance with our commitment towards promoting public health and safety, we donated crash helmets and first aid kits and sponsored First Responders training for 30 officers of the FRSC Lagos Command in support of its Operation Quick Response Rescue Unit – a strategic intervention designed to employ coordinated power bike operations for quick and effective response to traffic emergencies, providing better accessibility to road crash scenes, administration of first aid support and evacuation of accident victims.

We also donated Five Million Naira worth of medical equipment and office furniture (20 tables, 10 ergonomic chairs and six cabinets) to the Guinness Eye Hospital, Lagos State University Teaching Hospital (LUTH) as part of our annual infrastructural support to the medical institution. The Guinness Eye Hospital at LUTH provides comprehensive ophthalmic care services to a wide range of patients from Lagos and other neighbouring states, as well as those from neighbouring countries who visit the facility.

Annually, the Guinness Eye Hospital sees an average of 3,000 new patients and 15,000 old patients. Also, an average of 650 eye surgeries are performed annually at the facility. The Guinness Eye Centre also plays an important role in the training and certification of ophthalmologists in Nigeria and other African countries.





Sightsavers

We collaborated with Sightsavers, an international non-governmental organisation that works with partners in developing countries to treat and prevent avoidable blindness and promote equality for people with visual impairments and other disabilities, in the implementation of a people-oriented eye care system in Kogi State. The programme comprises a well-coordinated system of eye health delivery; one that is affordable, accessible, equitable across gender and inclusive for persons with disability. It also featured a well-structured school eye health programme where eye care for school children was made a priority. Over 600 adults benefitted from the initiative, with 55% of them being female.



Guinness Creates a Smile

Our employee volunteering programme Guinness Creates a Smile is another platform for community inclusion where employees come together from time to time to show love and care for the communities around us by visiting orphanages to donate household items and participate in community clean-up programs.




World Environment Day: Community Clean-Up

In commemoration of the 2022 World Environment Day which held on 5th June, employees of Guinness Nigeria took the responsibility of engaging in a Community Clean-Up. This is to reinforce our commitment to this year's campaign '#OnlyOneEarth', which is a call for collective and transformative action on a global scale to celebrate, protect and restore our planet.







The safety of our people, contractors, customers, and consumers is fundamental to our business.

People

- Employment & Employees
- Diversity and Inclusion
- Occupational Health & Safety
- Human Capital Development
- Human Rights
- Remuneration and Benefits
- Consumers
- Suppliers
- Product Quality
- Responsible Marketing



Employment & Employees

We acknowledge that our people are fundamental to our ongoing success and so ensure that we are an equal-opportunity employer and do not discriminate on any grounds. We provide employment opportunities to all persons living with any form of disability while focusing on the competence and abilities that all persons possess and the value they can contribute to the success of the business. Our commitment and practices in this regard go beyond the need to ensure that there is no discrimination against such persons, but we are driven by a deep conviction that even in disability, there can be immense ability.

We remain committed to providing a safe, rewarding, and inclusive environment for our people to help them perform at their best, which in turn helps the organisation reach its goals.

In the financial year under review, we had a staff strength of 794 permanent employees.

Diversity and Inclusion

We champion inclusion and diversity across our business from the way we attract, develop, retain, and recruit the very best diverse talent, to the way we source services and progressively portray diversity through our brands. We are determined to remove barriers while having a positive impact on our employees, partners, suppliers, and communities in which we do business. We believe that the most inclusive and diverse culture makes for a better business and a better world.

Having the best and most diverse talent drives our innovation and commercial performance, to ensure we deliver our strategic outcomes of consistency in value creation, credibility, and trust. In the 2022 financial year, priorities for our Diversity and Inclusion (D&I) agenda remained focused on embedding sustainable diversity policies and initiatives among all employees of the Company across the country.

During the reporting year, there was no reported incidence of discrimination.

Figure 1: Staff Diversity by Gender

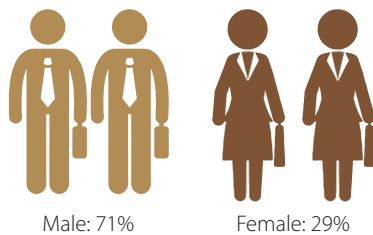


Figure 2: Staff Diversity by Age Group



Figure 3: Board Diversity by Gender

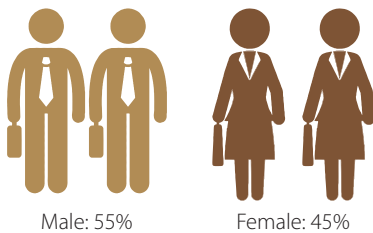


Figure 4: Board Diversity by Age Group

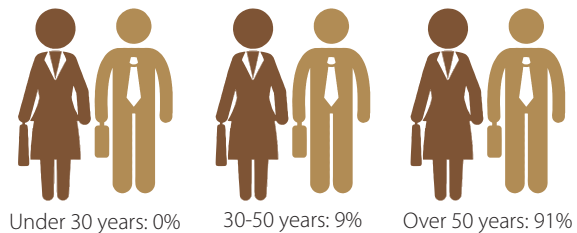


Figure 5: Total Number and Rate of New Employee Hires

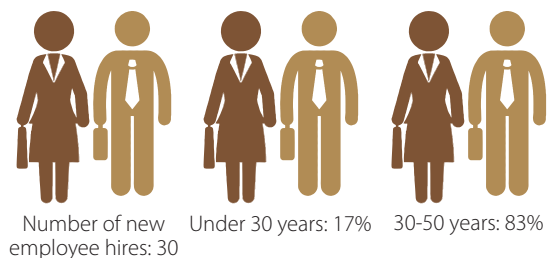
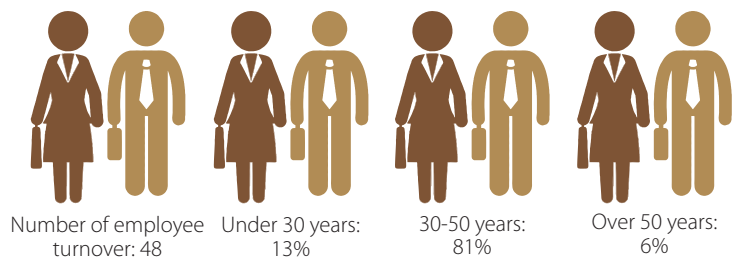


Figure 6: Total Number and Rate of Employee Turnover





Occupational Health & Safety

We are committed to prioritising the safety, health, and wellbeing of our employees. Our vision remains to create a proactive safety culture where everyone working for and on behalf of Guinness Nigeria understands that Occupational Health and Safety incidents are preventable, and act in such a manner that demonstrates personal commitment to the safety agenda.

Our processes involve the use of hazardous substances such as flammable liquids, like ethanol, and PMS and other chemical substances like caustic which have negative impacts on the environment, people, and property. We are directly involved with the negative impacts of these materials which may include fire outbreaks/explosions, environmental pollution, and property damage if not well managed.

The Guinness Health, Safety and Wellbeing Policy covers all employees, contractors, visitors and customers and in eliminating severe and fatal incidents resulting from our operations. Additionally, it covers the management of health and safety issues as a business and there are Standard Operating Procedures (SOPs) that guide the management of these materials on a day-to-day activity at the department level.

There is a system that ensures the full implementation and compliance with the management of these materials. All material impacts are captured in the environmental management system. The goal is to ensure there is no human, environmental or property damage resulting from the impacts of these materials.

There is full implementation of the Occupational Health and Safety Management System, ISO 45001, in line with legislative requirements (Factory Act of 2004) and other risk assessment requirements by the Diageo code of practice.

In relation to the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, we have a system in place that identifies all related hazards as captured in a register relative to each operation that applies the hierarchy of hazard control. It is mandatory that the competency of persons carrying out such processes and operations is ascertained.

There is a periodic evaluation of these processes directed by the Severe and Fatal Incident Prevention Protocol as guided by the GRMS (Global Risk Management System). We also have an Incident Reporting Procedure, through which all employees are expected to report any occurrence following the laid down guidelines.

The Health, Safety and Well-being Policy and other SOPs in place clearly state the expectations and responsibilities of each relative to a task. All hazardous tasks are only authorised by our permit-to-work system and only competent persons are allowed to carry out an activity when all necessary controls are instituted.

Guinness Nigeria has an incident investigation procedure and tools for incident investigation and reporting, which include the FACTS PROCESS, and the 5Y tool, a highly effective tool for getting to the root cause of a problem, and an effective way to expose weaknesses in a company's systems or processes.

The Occupational Health and Safety Policy is an inclusive one in which the roles and responsibilities of employees and non-employees are clearly stated in the implementation and communication of the Health and Safety Management System. The roles and responsibilities with regard to health and safety management cover all employees, and concerns are channelled by the representatives of the employees directly, through a different medium.

Table 3: Employee Health and Safety Statistics

S/N	Type of Incident	Number of Incidents in FY21	Number of incidents in FY22	Comments
1	Occupational Illnesses	—	—	None for both years
2	First Aid Injuries in Supply	7	1	86% reduction vs FY21
3	Total Reportable Accidents in Supply	3	2	33% reduction vs FY21
4	First Aid Injuries/MTC in Demand	—	—	None for both years
5	Total Reportable Accidents in Demand	—	—	None for both years
6	Road Traffic Accident	8	3	63% reduction vs FY21
7	3rd Party Fatality	—	—	None for both years
8	Employee Fatality	—	—	None for both years

Human Capital Development

Learning and development opportunities within the Company focus on mandatory training, capability development and career development. Priority is given to learning and development opportunities that are part of an individual's partnership commitment or development plan. In addition, there is opportunity for full sponsorship of courses or professional programs for employees in line with their development plan.

During the reporting year, nine women graduated from the Diageo Bar Academy (DBA) in May 2022 after intense weeks of training and skills acquisition. The specific training initiative under the DBA is a Diversity and Inclusion Program designed to address the gender stereotypes and skill gaps peculiar to females in the drinks hospitality and bartending business.

All employees received regular performance and career development review during the reporting period.

Figure 7: Average Employee Training Hours



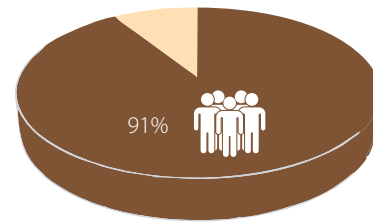
Human Rights

We pride ourselves in our commitment to human rights and continue to be guided by the Global Human Rights & Anti-discrimination Policy. In our workplaces and in the communities in which we operate, we believe a serious commitment to respecting human rights is fundamental to our business.

At Guinness Nigeria Plc, freedom of association is allowed and encouraged, with two Employee Union groups actively in operation. Collective bargaining agreements are considered, while global best practices remain a major source of guidance. Additionally, we typically provide employees with a minimum of two weeks' notice after consultation and agreement with employee representatives, before the implementation of significant operational changes that could substantially affect them.

All our security personnel received formal training in the organisation's human rights policies and their security application.

Figure 8: Number of Employees Covered by Collective Bargaining Agreements



Remuneration and Benefits

Employee remuneration is determined internally by the Reward Team in line with our remuneration policies. Our reward philosophy is designed to recognise our employees' contributions to our overall success. We acknowledge that everyone is unique, and we have the desire to ensure that all our employees' needs are considered. There is no reliance on consultants in determining remuneration.

For the past four years, we have maintained parental leave benefits that offer female employees 26 weeks (increased from 16 weeks) of fully paid parental maternity leave, and male employees 4 weeks (increased from 5 days) of paternity leave, fully paid.

Below are details of remuneration and benefits applicable to all employees.

Figure 9: Employee Benefits



Health Insurance – All Employees



Parental Leave – All Employees



Disability & Invalidity Coverage – All Employees

Consumers

We prioritise the health and safety of our customers by ensuring that all of our products undergo a stringent brewing process with minimal human contact, followed by a flawless packing system that goes through about 60-100QC checks before leaving our brewing sites.

We align with our parent company, Diageo, in compliance with all global statutes concerned with individual data privacy, including Nigeria, EU and US data privacy laws. Guinness Nigeria takes steps to minimise the risk of data exposure when collecting, storing or exchanging data of our consumers. This procedure is guided by Diageo's Data Privacy Policy. We had no substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting year.

Suppliers

All vendors are onboarded via the Third-Party Risk Management platform that ensures that they have policies regarding human rights, antibribery, etc., with clear plans for mitigation and prevention. This is reviewed and revalidated annually.

Annually, all our suppliers are segmented based on Spend, Criticality of Category and Location. Every supplier that scores below par in all criteria or are to get contracts above £100,000, is assigned to an ethical sourcing audit using SEDEX's SMETA (SEDEX Members Ethical Trade Audit) which covers the:

- Management Systems
- Entitlement to Work
- Subcontracting and Homeworking
- Environmental Assessment

Based on the outcome of the audit further actions follow to ensure compliance.

Figure 10: Proportion of Spending on Local Suppliers (Nigeria)

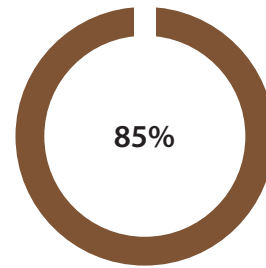
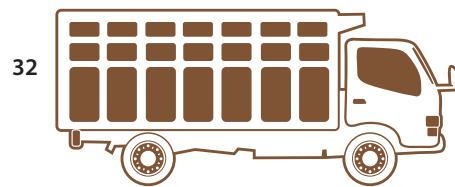


Figure 11: Number of Suppliers Screened Using Social and Environmental Criteria



Product Quality

Quality is at the heart of our brands; it is derived from the heritage of the brands themselves and the skill of our people. Our commitment to quality is defined in our quality and food safety policies.

We have clearly defined quality objectives that drive Good Manufacturing Practices in production processes covering raw materials, processing and finished products. We have a particular focus on continual improvement and achieving world-class standards through highly trained quality teams and state-of-the-art technology.

Our business is currently certified in Quality Management Systems (ISO 9001:2008) and Food Safety Management Systems (ISO 22000:2005), and we are on course to achieve Food Safety Systems Certification (FSSC 22000:2009). We have also been awarded NIS Diamond, Gold and Silver awards for our brands.

Our products have won Grand Gold, Gold and Silver medals at the World Monde Selection competition, organised in Brussels, Belgium, as well as the International Quality trophy for high-quality beer.

We also maintain good working relationships with local regulatory and government agencies, including the National Agency for Food and Drug Administration and Control (NAFDAC), the Standards Organisation of Nigeria (SON) and the Consumer Protection Council (CPC).



Responsible Marketing

One important way through which we promote responsible drinking is by the quality of information we provide on our labels and packaging. While our ability to communicate via our packaging is limited due to minimal space, we have conducted research with our consumers to determine what information to include and how best to do so. We have also taken stakeholder concerns into account as well as industry commitments. Together, these inputs led us to update the Diageo Consumer Information Standards (DCIS).

Guinness Nigeria Plc follows the DCIS, together with the Diageo Marketing Code, which is at the heart of our commitment to communicate responsibly about our brands, ensuring that there are minimum standards covering all our labelling, advertising, and promotion activities. The DCIS set out the principles on how we communicate this information to our consumers and includes our minimum mandatory requirements for what must appear on the labels and packaging of Diageo-owned brands.

We are implementing our standards as we renovate packaging and introduce new products. They supersede existing rules that

have been in place since 2005, and now include requirements on responsible drinking symbols and DRINKiQ.com stemming from the global Beer, Wine and Spirits Producers' Commitments to Reduce Harmful Drinking of the International Alliance for Responsible Drinking (IARD), of which we are a critical part. We are leading the industry in providing alcohol content and nutritional information per serve, all in an icon-led design that is easy for consumers to understand.

Finally, we have updated our approach to providing recycling information, responding to consumers' desire for more clarity on what packaging can and cannot be recycled.

Implementing the DCIS is an essential part of our commitment to being a sustainable and responsible company that is widely trusted and respected and is mandatory for all of Diageo's packaging and labelling.

During the reporting year, we had no incident of non-compliance concerning product and service information, labelling and marketing communications.

DISCOVER THE
**REFRESHINGLY
ORIJIN**
BLEND OF HERBS & FRUITS



STAY ORIJIN

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#BOLDER
BY NATURE



Reducing our carbon footprint and driving operational efficiencies remain key priorities for our business.

Environment

- Water Management
- Waste
- Emissions
- Energy



Pioneering Grain to Glass Sustainability



We recognise that our continued long-term success depends on the people and planet around us and understand that this success is threatened by climate change, water stress, biodiversity loss and other environmental factors. We have taken it upon ourselves to ensure that our people, our suppliers, our consumers, and society at large all thrive because of our business. That means working with our whole value chain – the people, resources and environment that contribute to our success, from grain to glass by helping to preserve water for life, accelerate to a low carbon world and becoming sustainable by design.

Preserving Water for Life

Water practice in an environmentally sustainable way is an important part of protecting the planet and has become even more imperative in a pandemic era where handwashing and general water hygiene could make a huge difference in public health and safety. Our Water of Life (WoL) program is aimed at providing access to safe drinking water and socioeconomic development to communities in water-stressed areas across the country.

In partnership with WaterAid Nigeria, we have delivered potable drinking water, including sanitation and hygiene training to several communities in water-stressed areas across the nation. These solar-powered water systems serve several thousands of beneficiaries and are designed to be self-sustaining through local water committees made up of men and women within those communities. In the year under review, we commissioned five Water of Life Projects, two cited in Fufere and Guyuk LGAs of Adamawa State and three others at Magama Gari, Tsoma and Riga (Toro LGA) in Bauchi State. Over 63,000 cubic meters of water were replenished and would be serving close to 9,000 beneficiaries.



Water Recovery Plant

In furtherance of our water stewardship commitments to continuously explore opportunities to reduce water usage in our production processes as well as improve its efficiency, our Water Recovery Plant project idea was birthed. This process involves taking treated water from standard effluent treatment plants and further purifying it using state-of-the-art technology to the point where it becomes safe for human consumption.

The recovered water is then re-introduced into our cleaning and maintenance processes in the breweries (not for any process directly involved with making our products) for use in hydrants, pasteurisers, conveyor lubrication, refrigeration, and other sanitation-related uses. This process results in the reduction of water taken from the environment by up to 800,000 cm³ per year - about the same as 350 Olympic-sized swimming pools.





Partnering with Food & Beverage Recycling Alliance

The Food & Beverage Recycling Alliance (FBRA) is a group of 21 member organisations set up to tackle the issue of post-consumer waste in Nigeria. FBRA's core focus is accelerating recycling and re-using of waste materials (plastics, cans, cartons) that would have ended up in landfills for the benefit of the environment. Through our partnership with FBRA, over 17K MT of waste was collected. Beyond our involvement in and commitment to the FBRA recycling efforts, we are also taking bold steps to progressively reduce and ultimately accelerate the stoppage of sachets and plastics as packaging materials in our business.



Water Management

As a drinks company, we know that water is and will always be a material resource and, therefore, its careful management is a critical aspect of our environmental strategy. The Diageo water blueprint defines our strategic approach to water stewardship. This blueprint is based on four core areas where we will increase our efforts: in the sourcing of raw materials; in our own operations; in the communities which we operate; and through local and global advocacy water stewardship efforts.

Figure 12: Total Water Withdrawal



Figure 13: Total Water Discharge



Waste

For over a decade, we have been committed to making our packaging more sustainable – principally through increasing recycled content, reducing the weight and increasing recyclability of all product packaging.

While most of our beverage products come in primary packaging made from glass and aluminium, the use of plastic packaging the world over is increasing. These formats are often more challenging to recycle post-consumer use, particularly in markets where recycling infrastructure is undeveloped, frequently resulting in increased litter, pollution and damage to marine environments. As such, we align with the Diageo Sustainable Packaging Commitments document, which provides a detailed approach to recycling and addresses key issues specific to these materials.

Figure 14: Total Weight of Waste Diverted from Disposal

215.23 tons



Figure 15: Total Weight of Hazardous Waste Diverted from Disposal

215.23 tons



Figure 16: Total Weight of Non-hazardous Waste Diverted from Disposal

0



Figure 17: Total Weight of Non-hazardous Waste Directed to Disposal

641.9 tons



Emissions

We recognise that there is an inherent link between emissions and product cost. With energy as a major non-ingredient cost associated with our process, reducing emissions is a part of our commitment to minimising the impact of our operations on the environment.

Our emissions data for the reporting year is indicated in the diagrams below.

Figure 18: Gross Direct (Scope 1) GHG Emissions



Figure 19: Gross location-based energy indirect (Scope 2) GHG Emissions



Figure 20: GHG emissions Intensity Ratio



Energy

Energy is a significant direct cost associated with our manufacturing process.

We understand the need to conserve energy use and increase efficiency across our business operations. As such, we track our energy use with the global EHSQ tracking platform.

The scope of our energy disclosure only covers energy consumption within the organisation's operations, offices, and facilities. Our fuel/energy consumption for the reporting year is indicated in the diagrams below.

Figure 21: Total Fuel Consumption Within the Organisation from Non-Renewable Sources



Figure 22: Total Electricity Consumption

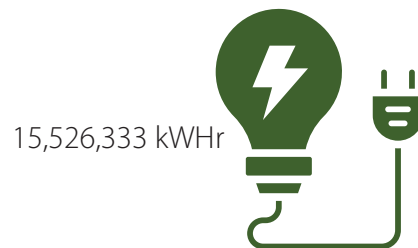


Figure 23: Total Energy Consumption

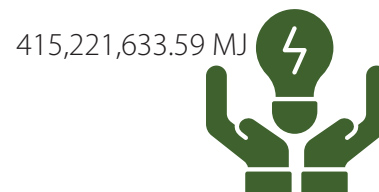


Figure 24: Energy Intensity Ratio





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DOUBLE BLACK

SMIRNOFF

ICE[™]
DOUBLE BLACK

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We lay great emphasis on achieving economic performance through continuous innovation.

Circular Economy

- Economic Impact
- Tax Transparency



Economic Impact

Despite economic headwinds, the Company posted an impressive and laudable performance with strong growth in all our key categories. The Company's strategy as the pioneer and foremost Total Beverage Alcohol (TBA) player within the industry and on delivering on margin accretive brands led to the remarkable and commendable performance within the financial year.

The Company's revenue grew by 29% from last year's N160 billion to N206.8 billion. Profit before tax grew by 310% from N5.7 billion to N23.6 billion, whilst profit for the year had a remarkable improvement from N1.25 billion in 2021 to N15.6 billion in 2022, a testament of the incredible returns from our TBA strategy within the industry. The remarkable profit improvement reflects amongst other factors, the benefits of price increases taken across all categories of our portfolio.

The forward-looking strategic investments we have made and the array of innovative brands we have in the pipeline, make us well positioned for further profitable growth in the 2023 FY.

Table 4: Our Economic Footprint

	Notes	Year to date, 30 June 2022 ₦'000	Year to date, 30 June 2021 ₦'000
Revenue	8(a)	206,822,127	160,416,257
Cost of sales	11©	(134,159,371)	(114,706,338)
Gross profit		72,662,756	45,709,919
Other income	9	2,739,969	1,029,816
Marketing and distribution expenses	11(c)	(37,347,373)	(26,065,949)
Administrative expenses	11(c)	(13,708,522)	(10,316,895)
Net release of expected credit loss on financial assets	11(c)	96,045	48,004
Impairment loss on property, plant and equipment	11©	(542,815)	(533,397)
Profit from operating activities		23,900,060	9,871,498
Finance income	10(a)	1,904,144	529,159
Finance costs	10(b)	(2,130,043)	(4,631,147)
Net finance costs		(225,899)	(4,101,988)
Profit before income tax		23,674,161	5,769,510
Tax expense	13	(8,022,799)	(4,514,172)
Profit for the year		15,651,362	1,255,338
Earnings per share			
Basic and diluted earnings per share (kobo)	14	715	57
Profit for the year		15,651,362	1,255,338
Other comprehensive income			
Items that will never be reclassified to the income statement		-	-
Remeasurement loss on defined benefit plan	25(a)	(73,752)	(9,861)
Tax credit on other comprehensive loss	27	22,126	2,958
Other comprehensive loss for the year, net of tax		(51,626)	(6,903)
Total comprehensive income for the year		15,599,736	1,248,435



Tax Transparency

We have a robust tax governance structure and policy, whereby tax operations are adequately governed, with controls in place to minimise risks and promote efficiency. Using this policy, we ensure high standards of compliance, making sure that taxes are paid in accordance with relevant laws and regulations.

We identify, assess and account for tax risks appropriately and in a timely manner and we have internal controls and processes in place to manage and monitor these risks on a timely basis.

We recognise the importance of our impact on the communities in which we operate and with the support of our Corporate Relations Team, we continue to pursue open and transparent working relationships with tax authorities to further strengthen our impact. We also maintain open communications and directly seek feedback on views and concerns of stakeholders. Externally, these are also collected via industry engagement forums.

Table 5: Tax Transparency

Tax Jurisdiction	Nigeria
Revenue from third-party sales	N206,822,127,000
Profit/loss before tax	N23,674,161,000
Tangible assets other than cash and cash equivalents - Property, Plant & Equipment	N97,685,577,00
Tangible assets other than cash and cash equivalents - Right-of-use Assets	N368,512,000
Tangible assets other than cash and cash equivalents - Prepayments	N592,609,000
Tangible assets other than cash and cash equivalents - Inventories	N32,000,675,000
Tangible assets other than cash and cash equivalents - Trade & Other Receivables	N14,078,900,000
Corporate income tax paid on a cash basis	N8,605,681,953.45
Corporate income tax accrued on profit/loss	N8,022,799,000

NEW



THERE'S A
**NEW CAPTAIN
IN TOWN**

Captain Morgan



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Guinness Nigeria is proud of the high ethical standards with which it conducts its businesses, which has been independently acknowledged by various local and international standards-related organisations

Recognition and Awards

- Guinness Nigeria Shines with Seven Awards at the 2021 Marketing Edge Awards
- Guinness Nigeria Recognised as National Business' Best Brand of the Year



Guinness Nigeria Shines with Seven Awards at the 2021 Marketing Edge Awards



Here is the breakdown:

1. Guinness Nigeria as Outstanding FMCG Corporate Brand of the Decade
2. Guinness Stout as Outstanding Alcoholic Beverage Brand of the Decade
3. Johnnie Walker as Outstanding Spirit Brand of the Decade
4. Orijin as Outstanding Indigenous Alcoholic Beverage Brand of the Year
5. Adebola Adenike for Women Leadership in Marketing
6. Onwudiwe Uche as Outstanding Marketing Personality of the Year
7. Okonkwo Aigbeme as Outstanding Marketing Personality of the Year

Guinness Nigeria was spotlighted at the Marketing Edge Annual National Marketing Summit of Brands & Advertising Excellence Awards. The awards ceremony, which celebrates excellence in Nigeria's Integrated Marketing Communications industry, has always been the greatest convergence of industry eggheads. The awards ceremony was held on Friday, 27 August 2021, during which we shone with seven prestigious awards!

You've never met
anything like this

The advertisement features three bottles of The Singleton Scotch Whisky arranged on a gold-colored metal tray. The bottles are labeled 'THE SINGLETON Single Malt Scotch Whisky' and 'Dufftown Distillery'. The 12 Years Old bottle is labeled 'LUSCIOUS NECTAR', the 18 Years Old bottle is labeled 'SUBLIMELY SMOOTH', and the 15 Years Old bottle is labeled 'FRUITY DECADENCE'. Each bottle is accompanied by a glass of whisky. The tray also holds several macarons (pink, orange, and green) and a small bowl of fresh raspberries. The background is a solid teal color.

THE
SINGLETON

THIS WILL BE GOOD

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Appendix

- Gri Content Index
- List of Tables
- List of Figures
- Index of Defined Terms



GRI Content Index

Statement of Use	Guinness Nigeria Plc has reported with reference to the GRI Standards for the period 1 July 2021 to 30 June 2022					
GRI 1 Used	GRI 1: Foundation 2021					
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-1 Organisational details	Pg. 15				
	2-2 Entities included in the organisation's sustainability reporting	Pg. 6				
	2-3 Reporting period, frequency and contact point	Pg. 6				
	2-4 Restatements of information	Nil				
	2-5 External assurance	Nil				
	2-6 Activities, value chain and other business relationships	Pg. 16				
	2-7 Employees	Pg. 29				
	2-8 Workers who are not employees	Pg. 29				
	2-9 Governance structure and composition	Pg. 18				
	2-10 Nomination and selection of the highest governance body	Pg. 18				
	2-11 Chair of the highest governance body	Pg. 18				
	2-12 Role of the highest governance body in overseeing the management of impacts	Pg. 18				
	2-13 Delegation of responsibility for managing impacts	Pg. 18				



	2-14 Role of the highest governance body in sustainability reporting	Pg. 18	
	2-15 Conflicts of interest	Pg. 19	
	2-16 Communication of critical concerns	Pg. 19	
	2-17 Collective knowledge of the highest governance body	Pg. 19	
	2-18 Evaluation of the performance of the highest governance body	Pg. 19	
	2-19 Remuneration policies	Pg. 31	
	2-20 Process to determine the remuneration	Pg. 31	
	2-21 Annual total compensation ratio	Nil	
	2-22 Statement on sustainable development strategy	Pg. 13	
	2-23 Policy commitments	Pg. 19	
	2-24 Embedding policy commitments	Pg. 19	
	2-25 Processes to remediate negative impacts	Pg. 19	
	2-26 Mechanisms for seeking advice and raising concerns	Pg. 19	
	2-27 Compliance with laws and regulations	Pg. 19	
	2-28 Membership associations	Pg. 16	
	2-29 Approach to stakeholder engagement	Pg. 8	
	2-30 Collective bargaining agreements	Pg. 31	



Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pg. 10		
	3-2 List of material topics	Pg. 10		
Economic Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 42		
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	Pg. 42		
	201-2 Financial implications and other risks and opportunities due to climate change	Pg. 42		
	201-4 Financial assistance received from government	Pg. 42		
GRI 207: Tax 2019	207-1 Approach to tax	Pg. 43		
	207-2 Tax governance, control, and risk management	Pg. 43		
	207-3 Stakeholder engagement and management of concerns related to tax	Pg. 43		
	207-4 Country-by-country reporting	Pg. 43		
Ethics and Compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 19		
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	Pg. 19		
	205-2 Communication and training about anti-corruption policies and procedures	Pg. 19		
	205-3 Confirmed incidents of corruption and actions taken	Pg. 19		



GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Pg. 19	
Sustainable Sourcing			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 32	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Pg. 32	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Pg. 32	
	308-2 Negative environmental impacts in the supply chain and actions	Pg. 32	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pg. 32	
	414-2 Negative social impacts in the supply chain and actions taken	Pg. 32	
Human Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 31	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Pg. 31	
Community Investments and Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 20	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pg. 20	
	203-2 Significant indirect economic impacts	Pg. 20	



GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Pg. 20	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pg. 20	
	413-2 Operations with significant actual and potential negative impacts on local communities	Pg. 20	
Product Quality			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 32	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Pg. 32	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 30	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pg. 30	
	403-2 Hazard identification, risk assessment, and incident investigation	Pg. 30	
	403-3 Occupational health services	Pg. 30	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pg. 30	
	403-5 Worker training on occupational health and safety	Pg. 30	
	403-6 Promotion of worker health	Pg. 30	



	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pg. 30	
	403-8 Workers covered by an occupational health and safety management system	Pg. 30	
	403-9 Work-related injuries	Pg. 30	
	403-10 Work-related ill health	Pg. 30	
Water Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 38	
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Pg. 36	
	303-2 Management of water discharge-related impacts	Pg. 36	
	303-3 Water withdrawal	Pg. 38	
	303-4 Water discharge	Pg. 38	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 38	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Pg. 38	
	306-2 Management of significant waste-related impacts	Pg. 38	
	306-3 Waste generated	Pg. 38	
	306-4 Waste diverted from disposal	Pg. 38	
	306-5 Waste directed to disposal	Pg. 38	



Energy Efficiency		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 39
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Pg. 39
	302-2 Energy consumption outside of the organisation	Pg. 39
	302-3 Energy intensity	Pg. 39
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pg. 39
	305-2 Energy indirect (Scope 2) GHG emissions	Pg. 39
	305-3 Other indirect (Scope 3) GHG emissions	Pg. 39
	305-4 GHG emissions intensity	Pg. 39
Diversity & Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 29
GRI 405: Diversity and	405-1 Diversity of governance bodies and employees	Pg. 29
	405-2 Ratio of basic salary and remuneration	Nill
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Pg. 29
Employee Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pg. 29
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pg. 29
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 31



	401-3 Parental leave	Pg. 31	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Pg. 30	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Pg. 31	
	404-2 Programs for upgrading employee skills and transition assistance programs	Pg. 31	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Pg. 31	



List of Tables

Table 1:	Stakeholder Engagement Grid
Table 2:	Material Issues
Table 3:	Employee Health and Safety Statistics
Table 4:	Our Economic Footprint
Table 5:	Tax Transparency

List of Figures

Figure 1:	Staff Diversity by Gender
Figure 2:	Staff Diversity by Age Group
Figure 3:	Board Diversity by Gender
Figure 4:	Board Diversity by Age Group
Figure 5:	Total Number and Rate of New Employee Hires
Figure 6:	Total Number and Rate of Employee Turnover
Figure 7:	Average Employee Training Hours
Figure 8:	Number of Employees Covered by Collective Bargaining Agreements
Figure 9:	Employee Benefits
Figure 10:	Proportion of Spending on Local Suppliers (Nigeria)
Figure 11:	Number of Suppliers Screened Using Social and Environmental Criteria
Figure 12:	Total Water Withdrawal
Figure 13:	Total Water Discharge
Figure 14:	Total Weight of Waste Diverted from Disposal
Figure 15:	Total Weight of Hazardous Waste Diverted from Disposal
Figure 16:	Total Weight of Non-Hazardous Waste Diverted from Disposal
Figure 17:	Total Weight of Non-Hazardous Waste Directed to Disposal
Figure 18:	Gross Direct (Scope 1) GHG Emissions
Figure 19:	Gross location-based energy indirect (Scope 2) GHG Emissions
Figure 20:	GHG emissions Intensity Ratio
Figure 21:	Total Fuel Consumption Within the Organisation from Non-Renewable Sources
Figure 22:	Total Electricity Consumption
Figure 23:	Total Energy Consumption
Figure 24:	Energy Intensity Ratio

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WHOLESOME

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Abbreviations

C

CARM	-	Controls Assurance and Risk Management
CoBC	-	Code of Business Conduct
CPC	-	Consumer Protection Council

D

D&I	-	Diversity and Inclusion
DBA	-	Diageo Bar Academy
DCIS	-	Diageo Consumer Information Standards

E

ESG	-	Environmental, Social and Governance
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F

FBRA	-	The Food & Beverage Recycling Alliance
FRSC	-	Federal Road Safety Corps

G

GNPlc	-	Guinness Nigeria Plc
GRI	-	Global Reporting Initiative
GRMS	-	Global Risk Management System

I

IARD	-	International Alliance for Responsible Drinking
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L

LASTMA	-	Lagos State Traffic Management Authority
LUTH	-	Lagos State University Teaching Hospital

M

MAN	-	Manufacturers Association of Nigeria
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N

NAFDAC	-	National Agency for Food and Drug Administration and Control
NGRC	-	Nominations, Governance and Remuneration Committee
NURTW	-	National Union of Road Transport Workers

P

PET	-	Polyethylene terephthalate
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R

R&D	-	Research and Development
RMC	-	Risk Management Committee

S

SDGs	-	Sustainable Development Goals
SEDEX	-	Supplier Ethical Data Exchange
SMETA	-	Sedex Members Ethical Trade Audit
SON	-	Standards Organisation of Nigeria
SOPs	-	Standard Operating Procedures

T

TBA	-	Total Beverage Alcohol
Toro LGA	-	Toro Local Government Area (consisting of Magama Gari, Tsoma and Riga communities)

V

VIO	-	Vehicle Inspection Office
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W

WoL	-	Water of Life
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