

Non-Financial Information Statement

This section of the Strategic Report constitutes the Group's Non-Financial Information Statement, produced to comply with Sections 414 CA and 414 CB of the UK Companies Act 2006. The information is incorporated by cross-reference.

Reporting Requirement	Where to read more	Page number	Policies and Handbook
1 Environmental matters (including the impact of the Company's business on the environment)*	<ul style="list-style-type: none"> Corporate Social Responsibility: Our Environment Understanding our Key Risks 	<ul style="list-style-type: none"> 65 to 68 82 	<ul style="list-style-type: none"> Code of Conduct
2 Employees*	<ul style="list-style-type: none"> Creating Value for Our Stakeholders Chief Executive Officer's Statement Corporate Social Responsibility: Our People Section 172 Statement Understanding our Key Risks 	<ul style="list-style-type: none"> 19 24 to 27 58 to 64 48 to 50 79 to 82 	<ul style="list-style-type: none"> Staff Handbook Dignity at Work Policy Health & Safety Policy How to Raise a Concern Handbook HR Policies
3 Social matters*	<ul style="list-style-type: none"> Creating Value for Our Stakeholders Corporate Social Responsibility: Our Community Section 172 Statement 	<ul style="list-style-type: none"> 19 74 and 75 48 to 50 	<ul style="list-style-type: none"> Volunteer Service Toolkits for Large and Small Events Donations Policy
4 Respect for human rights*	<ul style="list-style-type: none"> Corporate Social Responsibility: Our Business 	<ul style="list-style-type: none"> 72 to 73 	<ul style="list-style-type: none"> Human Rights Policy Modern Slavery Statement
5 Anti-Bribery and Anti-Corruption*	<ul style="list-style-type: none"> Section 172 Statement Corporate Social Responsibility: Our Business Audit, Risk and Internal Control 	<ul style="list-style-type: none"> 48 and 50 72 and 73 112 to 118 	<ul style="list-style-type: none"> Code of Conduct ABC Policy Third Party Code of Conduct How to Raise a Concern Handbook
6 Business Model	<ul style="list-style-type: none"> Our Business Model Creating Value for Our Stakeholders 	<ul style="list-style-type: none"> 16 to 18 19 	
7 Principal Risks in relation to (1) to (5)	<ul style="list-style-type: none"> How the Business Manages Risk Understanding our Key Risks 	<ul style="list-style-type: none"> 76 to 78 79 to 82 	
8 Relevant non-financial KPIs	<ul style="list-style-type: none"> Key Performance Indicators 	<ul style="list-style-type: none"> 37 	

* References to our policies, due diligence processes and information on how we are performing on various measures in these areas are contained throughout the Strategic Report.