



Principle Adverse Indicators

Version 13 March 2024

Category	Indicator	Metric	JDE Peet's Data
Emissions	1 GHG emissions (market based, tCO2e)	Scope 1 GHG emissions	326,791
		Scope 2 GHG emissions	94,879
		Scope 3 GHG emissions	4,129,565
		Total GHG emissions	4,551,236
	2 Carbon footprint	Total GHG emissions tCO2e per EUR bn EVIC (Enterprise Value Incl. Cash)	Total GHG emissions 4,551,236t / FY 23 EVIC EUR 17.8bn
	3 GHG intensity	Total GHG emissions in tCO2e per EUR bn sales	Total GHG emissions are 4,551,236t / FY 23 sales EUR 8.2bn
Water	4 Exposure to the fossil fuel sector		JDE Peet's has no economic activity in the fossil fuel sector (incl. extraction, processing, storage and transportation of petroleum products, natural gas, and thermal and metallurgical coal)
	5 Share of renewable energy consumption and production		Share of renewable energy consumption and non-renewable energy production, expressed as a percentage of total energy sources was 49% in FY 23
	6 Energy consumption intensity		Total energy consumption within the organisation is 2,356,882 in MWh and FY 23 sales were EUR 8.2bn
Biodiversity	7 Activities negatively affecting biodiversity sensitive areas		JDE Peet's has conducted an assessment for its own operations using the IBAT (Integrated Biodiversity Assessment Tool), overlaying its manufacturing sites with data sets from the i) International Union for Conservation of Nature (IUCN)'s Red List of Threatened Species, ii) the World Database on Protected Areas and iii) the Word Database of Key Biodiversity Areas. JDE Peet's identified that six of its manufacturing units, with an estimated operational site size of 17.4 km2, are located in, or near 3 terrestrial biodiversity value areas: Plaine du Forez in France, Doğu Karadeniz Dağları in Turkey and Mittelwesermarsch in Germany. However, none of these sites that are in proximity of those key biodiversity areas have been expanded and JDE Peet's continues to operate within operational consents in consideration of pollutants of local biodiversity as stipulated by local regulations.
Waste	8 Emissions to water		JDE Peet's has a waste water discharge treatment commitment in place and 99% of its waste water is being treated to local required standards.
Waste	9 Hazardous waste and radioactive waste		JDE Peet's has taken measures to reduce hazardous waste generation. Please see page 145 of our Annual Report 2023 (link below) which indicates that hazardous waste is 887 metric tonnes, equal to only 1.0% of total waste
Social and employee matters	10 Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises		JDE Peet's is unaware of any violations by the company of the UNGC principles or OECD Guidelines for Multinational Enterprises
	11 Processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises		In 2023, supported by an external company that specialises in human rights advice, we finalised and cascaded our standard operating procedures for human rights due diligence tailor-made to each of the three areas mentioned above, which will be further deployed in 2024. More detailed information can be found from page 128 onwards in the Human Rights section of Annual Report 2023.
	12 Unadjusted gender pay gap		The difference in the pay of men and women is less than 1%, which is well under the future EU directive's threshold of 5%. The gender pay equity analysis across JDE Peet's has been conducted in collaboration with Mercer, a leading external global HR consultancy in this space
	13 Board gender diversity		Average ratio of female to male board members, expressed as a percentage of all board members is 38%
	14 Exposure to controversial weapons		JDE Peet's is not involved in the manufacture or selling of controversial weapons (e.g. anti-personnel mines, cluster munition, chemical weapons and biological weapons)

FY 23 Key figures	
Sales	EUR 8.2bn
EVIC*	EUR 17.8bn
Market cap*	EUR 11.9bn
Gross debt*	EUR 5.9bn
Net debt*	EUR 3.9bn

[Link to Annual Report 2023](#)

*End of 2023