



# Principle Adverse Indicators

Version 13 March 2023

Category	Indicator	Metric	JDE Peet's Data
Emissions	1 GHG emissions (market based, tCO2e)	Scope 1 GHG emissions	346,139
		Scope 2 GHG emissions	110,811
		Scope 3 GHG emissions	4,137,629
		Total GHG emissions	4,594,579
	2 Carbon footprint	Total GHG emissions tCO2e per EUR bn EVIC (Enterprise Value incl. Cash)	Total GHG emissions 4,594,579t / FY 22 EVIC EUR 18.7bn
	3 GHG intensity	Total GHG emissions in tCO2e per EUR bn sales	Total GHG emissions are 4,594,579t / FY 22 sales EUR 8.2bn
Biodiversity	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 22% in FY 22
	6 Energy consumption intensity		Total energy consumption within the organisation is 8.8 in PJ and FY 22 sales were EUR 8.2bn
	7 Activities negatively affecting biodiversity sensitive areas		JDE Peet's has no sites/operations located in or near to biodiversity sensitive areas
Water	8 Emissions to water		JDE Peet's has measures in place to conserve water consumption and reduce emissions of water waste. Emissions to water will be disclosed as of our Annual Report 2023
Waste	9 Hazardous waste and radioactive waste		JDE Peet's has taken measures to reduce hazardous waste generation. Please see page 106 of our Annual Report 2022 (link below) which indicates that hazardous waste is 648 metric tonnes, equal to only 0.6% 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		We are designing and implementing a suitable human rights due diligence programme to monitor compliance with UNGC principles and OECD Guidelines
	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 33%
	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 22 Key figures	
Sales	EUR 8.2bn
EVIC*	EUR 18.7bn
Market cap*	EUR 13.6bn
Gross debt*	EUR 5.0bn
Net debt*	EUR 4.1bn

[Link to Annual Report 2022](#)

\* End of 2022