

# Group environment data

## Group carbon emissions and carbon intensity<sup>1,2</sup>

We have been reporting our carbon footprint for the Group since 2005/06 including our businesses in the UK, Ireland, Germany, Austria, Italy, Switzerland and Spain. Our Group carbon intensity has decreased from 8.73 tCO<sub>2</sub>e/£m revenue to 8.4 tCO<sub>2</sub>e/£m this financial year. We continue to focus on energy consumption and invest in renewable

energy on our sites, including photovoltaic cells (solar PV), wind and geothermal. This year we're setting new Group targets relating to our carbon footprint which support the transition to net carbon zero by 2050, from a 2015/16 baseline, when we first reported as a group.

	Sky Group 2015/16	Sky Group 2016/17	Sky Group 2017/18	UK and Ireland	Italy 2017/18	Germany and Austria
<b>Carbon Intensity (A)</b>						
Revenue (£m)	11,965	12,916	<b>13,585</b>	8,931	2,631	2,023
Carbon intensity (tCO <sub>2</sub> e/£m revenue)	10.35	8.73	<b>8.40</b>	9.33	9.04	3.43
<b>Carbon Emissions (tCO<sub>2</sub>e) (A)</b>						
<b>Scope 1</b>						
Diesel	245	193	<b>174</b>	126	44	4
Fuel oil	32	33	<b>40</b>	n/a	n/a	40
Gas	4047	4,919	<b>5,012</b>	4,674	338	0
Vehicle fuel	23,614	22,819	<b>23,430</b>	19,290	1,806	2,334
Refrigerants	1,386	1,439	<b>1,305</b>	180	981	144
<b>Total Scope 1</b>	<b>29,324</b>	<b>29,403</b>	<b>29,961</b>	<b>24,270</b>	<b>3,169</b>	<b>2,522</b>
<b>Scope 2 (location-based purchased electricity)</b>						
Purchased district heating gross (location-based)	454	592	<b>713</b>	0	479	234
Purchased electricity (location-based)	94,075	82,747	<b>84,410</b>	59,083	20,142	4,185
<b>Total Scope 2 (location-based purchased electricity)</b>	<b>94,529</b>	<b>83,339</b>	<b>84,123</b>	<b>59,083</b>	<b>20,621</b>	<b>4,419</b>
<b>Scope 2 (market-based purchased electricity)</b>						
Purchased district heating (market-based)	454	592	<b>713</b>	0	479	234
Purchased electricity (market-based)	41,236	41,392	<b>42,388</b>	13,247	27,234	1,908
<b>Total Scope 2 (market-based purchased electricity)</b>	<b>41,690</b>	<b>41,984</b>	<b>43,101</b>	<b>13,247</b>	<b>27,713</b>	<b>2,142</b>
<b>Total Scope 1 and Scope 2 (location-based purchased electricity)</b>	<b>123,853</b>	<b>112,742</b>	<b>114,084</b>	<b>83,353</b>	<b>23,791</b>	<b>6,941</b>
<b>Total Scope 1 and Scope 2 (market-based purchased electricity)</b>	<b>71,014</b>	<b>71,388</b>	<b>73,062</b>	<b>37,517</b>	<b>30,882</b>	<b>4,664</b>
Joint Ventures contribution to total Scope 1 and 2 (location-based) CO <sub>2</sub> e (tCO <sub>2</sub> e) <sup>3</sup>	566	530	<b>49</b>	649	n/a	n/a
<b>Scope 3</b>						
<b>Upstream explanation</b>						
Purchased goods and services		475,929	<b>587,316</b>			
Capital goods		86,278	<b>18,602</b>			
Employee commuting		42,233	<b>33,521</b>			
Transportation and distribution		34,827	<b>28,546</b>			
Business travel		12,645	<b>8,653</b>			
Leased assets		3,598	<b>2,182</b>			
Fuel and energy-related activities		22,884	<b>19,055</b>			
Waste generated in operations		333	<b>533</b>			
<b>Total Upstream</b>		<b>675,131</b>	<b>696,225</b>			
<b>Downstream explanation</b>						
Use of sold products		1,298,284	<b>1,335,091</b>			
Transportation and distribution		811	<b>484</b>			
End-of-life treatment of sold products		1,185	<b>1,813</b>			
<b>Total Downstream</b>		<b>1,300,280</b>	<b>1,337,388</b>			
<b>Total Upstream and Downstream</b>		<b>1,975,410</b>	<b>1,961,074</b>			

Our total upstream and downstream indirect emissions (Scope 3) decreased this year as a result of energy efficiencies in our products and reduction in business travel.

Historical data available at [Sky.com/bigger-picture](http://Sky.com/bigger-picture).

Notes to environment data on following page.

# UK and Ireland environment data

## UK and Ireland carbon emissions and carbon intensity

In the UK and Ireland this year we have hit a number of our environment targets three years early and as a result are reviewing our targets going forward. In the UK and Ireland we have reduced our carbon intensity since 2008/09 by 55% and are sending zero waste to landfill. We have significantly reduced our waste quantities this year, by 19%, and we are focused on reducing this further and recycling a greater proportion of our remaining waste.

Our absolute location-based carbon emissions have also significantly reduced since our 2008/09 baseline from 108,817 tonnes of CO<sub>2</sub>e to 83,353 tonnes of CO<sub>2</sub>e in 2017/18, a reduction of more than 20%.

We've implemented more renewable energy on our sites including photovoltaic cells (solar PV), with the latest in Milan, Italy.

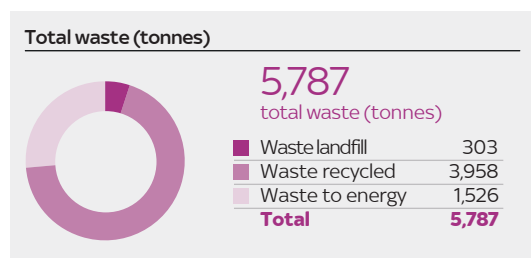
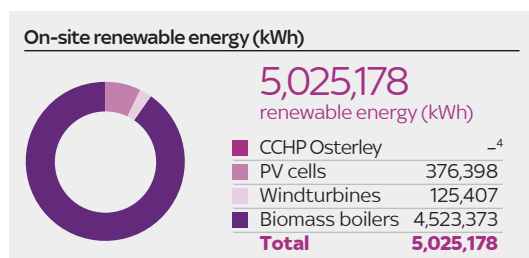
Going forward we're setting new ambitious Group-wide environment targets for energy, transport, waste and water. We're reviewing our current programmes and future opportunities to make the leaps forward that we need for net-zero carbon by 2050. We'll begin reporting on these in the next reporting year.

UK and Ireland	Target	2009/10	2016/17	2017/18	Progress	Target met
Reduction in CO <sub>2</sub> e emissions relative to revenue (%)*	-50%	-8%	-53%	-55%	⬆️	✓
Absolute gross emissions Scope 1 and 2 location-based (t CO <sub>2</sub> e)	N/A	108,817	83,940	83,353	➡️	
Increase in energy efficiency across all buildings (%)**	20%	-	0%	-3%	➡️	
Energy obtained from owned or controlled renewable energy at Sky-owned sites (%)**	20%	-	6%	5%	➡️	
Increase in fleet fuel efficiency (%)**	15%	-	10%	15%	⬆️	✓
Reduction in CO <sub>2</sub> e emissions from travel per full-time equivalent (FTE) employee (%)**	-20%	-4%	-30%	-39%	⬆️	✓
Waste sent to landfill from our main offices (%)	0%	33%	0%	0%	⬆️	✓
Waste recycled from all Sky sites (%)	65%	61%	77%	60%	⬆️	
Food waste recycled from our main offices (%)	100%	-	100%	100%	⬆️	✓
Water consumption (m <sup>3</sup> /FTE)	9-11m <sup>3</sup>	8	8	7	⬆️	✓

\*CO<sub>2</sub> emissions baseline is 2008/09

\*\*CO<sub>2</sub> emissions baseline is 2011/12

## Group renewable energy



### Notes to environment data:

- 2017/18 data independently assured by Deloitte LLP. See previous reports for details on historical assurance.
- We measure our CO<sub>2</sub>e emissions according to the Greenhouse Gas Protocol, the global standard for reporting greenhouse gas emissions.
- Our total gross CO<sub>2</sub>e emissions include all Scope 1 and Scope 2 location-based greenhouse gas emissions; and our market-based emissions are those remaining after emissions factors from contractual instruments

- have been applied. Our energy providers retain, on our behalf, the Guarantees of Origin (GOs) and Renewable Energy Guarantee of Origin (REGOs). In addition, we offset our total gross emissions, including Scope 1, location-based Scope 2 and selected Scope 3 emissions, through the purchase of Voluntary Carbon Standard offsets.
- Review underway following November 2016 fire incident.

## Accessibility, people and community contribution data

### Accessibility

Our provision of subtitles and audio description of on-screen TV content continues to exceed our regulated quotas across all Sky channels. For our customers with a visual or hearing impairment, we audio described 35% of content and subtitled 90%.

	Ofcom regulated quota	2016/17	2017/18
<b>Accessibility</b>			
Subtitling	70%	<b>85%</b>	<b>90%</b>
Audio description	10%	<b>30%</b>	<b>35%</b>

All Accessibility data refers to UK and Ireland performance.

### Diversity

We maintained our gender diversity across the business this year and have a range of initiatives to improve this in the future.

	2016/17		2017/18	
<b>Employee diversity</b>	Number	%	Number	%
Black, Asian and Minority Ethnic employees (UK&I only*)	3,203	10%	<b>2,996</b>	<b>13%</b>
Disabled employees	1,562	5%	<b>1,639</b>	<b>5%</b>

	2016/17				2017/18			
<b>Employee gender diversity</b>	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
Board of Directors	8	73%	3	27%	<b>8</b>	<b>73%</b>	<b>3</b>	<b>27%</b>
Senior managers**	189	75%	62	25%	<b>241</b>	<b>73%</b>	<b>88</b>	<b>27%</b>
All employees	19,751	63%	11,745	37%	<b>19,128</b>	<b>62%</b>	<b>11,481</b>	<b>38%</b>

\* Sky Italy and Sky Germany & Austria do not collect or hold data regarding the ethnicity of their employees.

\*\* Based on headcount. Defined for the purposes of this report as those included in the Leadership Bonus Group which includes members of Sky's executive group. For more information and methodology changes. Please see the Basis of Reporting on [www.skygroup.sky/corporate/bigger-picture](http://www.skygroup.sky/corporate/bigger-picture).

### Health and safety

This year our accident rate decreased to 0.1 per 100,000 hours worked, the lowest rate in five years, reflecting our focus on creating the safest environment for our people.

	2016/17	2017/18
<b>UK and Ireland Health and Safety</b>		
Incident rate per 100,000 hours worked*	0.10	<b>0.13</b>
Total number of reported incidents	43	<b>54</b>

\* As defined by RIDDOR.

### Community contribution

This year in the UK and Ireland 7% of our employees gave to charity through payroll giving or matched funding and 4% of our people volunteered with Sky Academy Studios and Sky Ocean Rescue.

We use the London Benchmarking Group model to analyse our community contribution, which this year across the Group was £21.9 million.

	2016/17	2017/18
Cash	£14,907,506	<b>£16,808,972</b>
Time	£740,999	<b>£421,236</b>
In-kind	£1,378,595	<b>£1,289,943</b>
Management	£2,792,005	<b>£3,420,964</b>
Total	£19,819,105	<b>£21,941,205</b>