

Group environment data

Group carbon emissions and carbon intensity

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 tCO₂e/£m revenue to 8.4 tCO₂e/£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
Carbon Intensity (A)						
Revenue (£m)	11,965	12,916	13,585	8,931	2,631	2,023
Carbon intensity (tCO ₂ e/£m revenue)	10.35	8.73	8.40	9.33	9.04	3.43
Carbon Emissions (tCO₂e) (A)						
Scope 1						
Diesel	245	193	174	126	44	4
Fuel oil	32	33	40	n/a	n/a	40
Gas	4047	4,919	5,012	4,674	338	0
Vehicle fuel	23,614	22,819	23,430	19,290	1,806	2,334
Refrigerants	1,386	1,439	1,305	180	981	144
Total Scope 1	29,324	29,403	29,961	24,270	3,169	2,522
Scope 2 (location-based purchased electricity)						
Purchased district heating gross (location-based)	454	592	713	0	479	234
Purchased electricity (location-based)	94,075	82,747	84,410	59,083	20,142	4,185
Total Scope 2 (location-based purchased electricity)	94,529	83,339	84,123	59,083	20,621	4,419
Scope 2 (market-based purchased electricity)						
Purchased district heating (market-based)	454	592	713	0	479	234
Purchased electricity (market-based)	41,236	41,392	42,388	13,247	27,234	1,908
Total Scope 2 (market-based purchased electricity)	41,690	41,984	43,101	13,247	27,713	2,142
Total Scope 1 and Scope 2 (location-based purchased electricity)	123,853	112,742	114,084	83,353	23,791	6,941
Total Scope 1 and Scope 2 (market-based purchased electricity)	71,014	71,388	73,062	37,517	30,882	4,664
Joint Ventures contribution to total Scope 1 and 2 (location-based) CO ₂ e (tCO ₂ e) ³	566	530	49	649	n/a	n/a
Scope 3						
Upstream explanation						
Purchased goods and services		475,929	587,316			
Capital goods		86,278	18,602			
Employee commuting		42,233	33,521			
Transportation and distribution		34,827	28,546			
Business travel		12,645	8,653			
Leased assets		3,598	2,182			
Fuel and energy-related activities		22,884	19,055			
Waste generated in operations		333	533			
Total Upstream		675,131	696,225			
Downstream explanation						
Use of sold products		1,298,284	1,335,091			
Transportation and distribution		811	484			
End-of-life treatment of sold products		1,185	1,813			
Total Downstream		1,300,280	1,337,388			
Total Upstream and Downstream		1,975,410	1,961,074			

Notes to environment data on following page.

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.



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 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 CO₂e to 83,353 tonnes of CO₂e 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

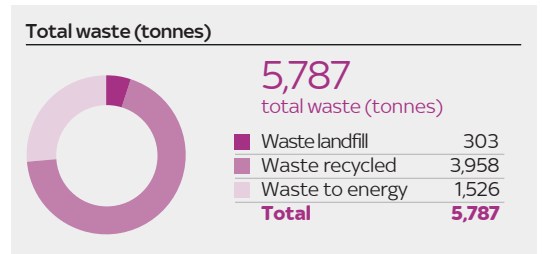
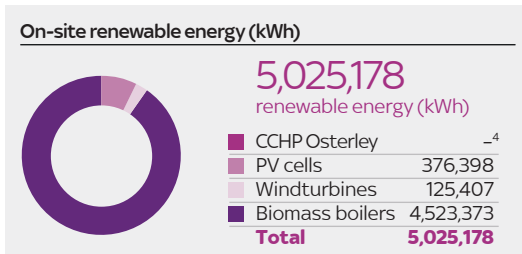
	Target	2009/10	2016/17	2017/18	Progress	Target met
Reduction in CO ₂ e emissions relative to revenue (%)*	-50%	-8%	-53%	-55%	⬆️	✓
Absolute gross emissions Scope 1 and 2 location-based (t CO ₂ e)	N/A	108,817	83,940	83,353	⬆️	
Increase in energy efficiency across all buildings (%)**	20%	-	0%	-3%	⬆️	
Energy 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 ₂ 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 ³ /FTE)	9-11m ³	8	8	7	⬆️	✓

*CO₂ emissions baseline is 2008/09

**Full time employee

***CO₂ 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 CO₂e emissions according to the Greenhouse Gas Protocol, the global standard for reporting greenhouse gas emissions.
- Our total gross CO₂e 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
Accessibility			
Subtitling	70%	85%	90%
Audio description	10%	30%	35%

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	
Employee diversity	Number	%	Number	%
Black, Asian and Minority Ethnic employees (UK&I only**)	3,203	10%	2,996	13%
Disabled employees	1,562	5%	1,639	5%

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

* 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.

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

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
UK and Ireland Health and Safety		
Incident rate per 100,000 hours worked*	0.10	0.13
Total number of reported incidents	43	54

* 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	£16,808,972
Time	£740,999	£421,236
In-kind	£1,378,595	£1,289,943
Management	£2,792,005	£3,420,964
Total	£19,819,105	£21,941,205