

Company Name Diageo
Industry Agricultural Products (Supply Chain only)
UNGP Core Score (*) 18.5 out of 26

Score	Out of	For indicators
Governance and Policy Commitments		
2	2	A.1.1 Commitment to respect human rights
2	2	A.1.2 Commitment to respect the human rights of workers
1	2	A.1.4 Commitment to engage with stakeholders
1	2	A.1.5 Commitment to remedy
Embedding respect and Human Rights Due Diligence		
Embedding respect		
2	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
2	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
2	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
2	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
0	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0.5	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
Remedies and Grievance Mechanisms		
2	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
2	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
0	2	C.7 Remedying adverse impacts and incorporating lessons learned
18.5	26	

(*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: General HRs commitment: Diageo’s Human Rights Policy states that they 'respect each other’s human rights as articulated in the Universal Declaration of Human Rights, a declaration we are committed to delivering in its entirety, throughout our business and value chain.' [Human Rights Global Policy July 2019, 7/2019: diageo.com] • Met: UNGC principles 1 & 2: Diageo is a signatory of the United Nations Global Compact. [Human Rights Global Policy July 2019, 7/2019: diageo.com] • Met: UDHR: See above [Human Rights Global Policy July 2019, 7/2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: UNGPs: In its Modern Slavery Act 2018 Statement, the Company indicates: 'We have been signatories to the UN Guiding Principles on Business and Human Rights (UNGPs) since 2014.' Additionally, the Human Rights Global Policy states 'Diageo has committed to Act In Accordance with the Guiding Principles as part of our 2020 Sustainability and Responsibility targets.' [Human Rights Global Policy July 2019, 7/2019: diageo.com & Modern Slavery Act Statement 2019, 2019: diageo.com]
A.1.2	Commitment to respect the human rights of workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: ILO Core: The Company's Human Rights Policy includes ALL four ILO elements and UNGC principles 3-6 and H&S for both own employees and suppliers. [Human Rights Global Policy July 2019, 7/2019: diageo.com] • Met: UNGC principles 3-6: See above [Human Rights Global Policy July 2019, 7/2019: diageo.com] • Met: Explicitly list All four ILO for AG suppliers: The Partnering with suppliers code states that the Company expects its suppliers to act in accordance with the Guiding Principles on Business and Human Rights and the eight core International Labour Organisation conventions, and it includes explicitly, among others, child labour, forced labour, freedom of association and collective bargaining, and discrimination. With respect freedom of association and collective bargaining, the document indicates: 'We expect our suppliers to allow employees the freedom of association and collective bargaining in accordance with applicable laws and regulations.' In addition, in its S&R Performance Addendum to Annual Report 2019, the Company states: 'In countries where the right to freedom of association is restricted by law, we support the development of alternative means of representing employees’ interests, by investing in individual consultations.' [Partnering with suppliers - our code for suppliers, 07/2017: diageo.com & Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Explicit commitment to All four ILO Core: As indicated above, the Company's Human Rights Policy includes ALL four ILO elements and UNGC principles 3-6. With respect freedom of association and collective bargaining, it states: 'We respect our employees’ choice to join or not join a trade union or other organisations of their choice and to bargain collectively in support of their mutual interests. In countries where the right to freedom of association is restricted by law, we support the development of alternative means to facilitate the representation of employees’ interests'. [Human Rights Global Policy July 2019, 7/2019: diageo.com] • Met: Respect H&S of workers: The Human Rights policy also states that it is 'committed to the highest standards of safety and security to protect ourselves, our suppliers, our business partners, and our communities. We will follow all safety policies and procedures, national and local laws and regulations.' [Human Rights Global Policy July 2019, 7/2019: diageo.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: H&S applies to AG suppliers: See above [Human Rights Global Policy July 2019, 7/2019: diageo.com & Partnering with suppliers - our code for suppliers, 07/2017: diageo.com]
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to stakeholder engagement: In its Human Rights Policy, the Company states: 'we are also committed to engaging with communities alongside all our stakeholders, both local and global. At a local level, employees across Diageo's business engage their colleagues, local governments, suppliers, farmers, customers, media, civil society and community groups on issues of immediate concern to them. At a global level, we engage investors, customers, suppliers, and multinational organisations such as United Nations agencies or NGOs'. [Human Rights Global Policy July 2019, 7/2019: diageo.com] • Met: Regular stakeholder engagement: On its website section 'Stakeholder Engagement', the Company indicates: 'We want to understand the expectations, needs and concerns of anyone who is affected by what we do and where we operate. This means listening to our stakeholders and learning from what they tell us. [...] Our stakeholders range from employees to investors to corporate partners, and from consumers to communities, farmers and governments. We actively engage stakeholders at both local and global levels.' In addition, in its 2019 Sustainability & Responsibility Report, the Company indicates: 'We engage a range of external stakeholders, including policymakers, civil society, peer companies, the media and regulators to understand how they view our activities, and how they consider our performance and reputation economically, socially and environmentally. We also engage the communities where we source, make and sell our products directly, and take inputs received from all interested parties via other channels such as our website.' [Stakeholder Engagement, N/A: diageo.com & Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement: The Company reports the following: 'We engage stakeholders at global and local level to build trust and respect. At the heart of our strategy is the ability to customise our global programmes so that they are able to create a positive and meaningful impact for our local communities. We engage a range of external stakeholders, including policymakers, civil society, peer companies, the media, regulators, our communities and consumers to understand how they view our activities. Increasingly we also take note of stakeholders' opinions and comments via social media and reflect the findings of these in our planning and activity. This year, working in partnership with Forum for the Future, we have started engaging with a range of key stakeholders to define our ambition and targets for our work in society beyond 2020, which we will share during the course of the next financial year.' The Company offers additional details about stakeholder engagement, including the disclosure of who is considered to be a stakeholder, however, no details found on engagement with affected stakeholders (or their representatives) in design and/or monitoring of human rights approach. [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com]
A.1.5	Commitment to remedy	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to remedy: In its updated Human Rights Policy, the Company indicates: 'We have policies and processes in place to identify, prevent and mitigate human rights risks and to provide remedy to any adverse impact we have caused or contributed to by our operations'. [Human Rights Global Policy July 2019, 7/2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives: The Company provides evidence of collaboration in preventing negative impacts: 'we have developed a child protection programme for our work with smallholder farmers. We have trained key functions and business partners in our local sourcing programmes in seven countries in Africa on the prevention of child labour.' However, a formal commitment to collaborate with others in providing remedy could not be found. [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] • Not met: Work with AG suppliers to remedy impacts: The Company offers evidence of action plans in order to prevent human rights risks it has identified,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			such as child labour and forced labour, in the supply chain. However, no commitment to work with suppliers to provide remedy following negative impacts could be found. [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com]

Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2. The Company is signatory to the UN Global Compact. • Met: Senior responsibility for HR: In its S&R Performance Addendum, the Company indicates: 'Our Chief Executive, Ivan Menezes, is ultimately accountable for performance against sustainability and responsibility goals, and reports directly to the Board. Responsibility for the component parts of our Sustainability & Responsibility Strategy is shared between members of Diageo's Executive Committee, all of whom report to the Chief Executive, as outlined in 102-20. Regional presidents and local managing directors are responsible for implementing the Sustainability & Responsibility Strategy locally, and for driving performance. Senior executives are accountable for each aspect of the Sustainability & Responsibility Strategy, which is led by the Global Director of Society.' The Sustainability & Responsibility Strategy includes human rights. [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Day-to-day responsibility: In its Human Rights Policy, the Company indicates: 'Responsibility for day-to-day delivery of our Code and Human Rights Policy is everybody's responsibility. We communicate our Code and Human Rights policy throughout our business and, alongside our Partnering with Suppliers standard, to all our suppliers around the world. Also, all of our teams receive routine training in our Code, with a focus on key human rights risk potentially arising in their area of work where appropriate.' In addition, in its website section 'Management and Governance', the Company indicates: 'At the local/market level, where much of our sustainability work takes place, our regional presidents and general managers have frontline responsibility. They are supported by our Global Sustainability Director and team. The markets are also supported by Executive Committee members representing global functions.' [Human Rights Global Policy July 2019, 7/2019: diageo.com & Management and Governance, N/A: diageo.com] • Met: Day-to-day responsibility for AG in supply chain: See above. In its website section 'Management and Governance', the Company indicates that the President, Global Supply Water and the environment is responsible for: 'Our people (safety), Sustainable supply chains (responsible sourcing and sustainable agriculture)'. [Human Rights Global Policy July 2019, 7/2019: diageo.com & Management and Governance, N/A: diageo.com]
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: In its S&R Performance Addendum Report 2018, the Company states that it: 'continue[s] to embed human rights throughout our value chain. We do this through our comprehensive human rights impact assessment (HRIA) programme, prioritised by risk and based on a global mapping process. This programme is our opportunity to reach across our whole value chain, both within Diageo and to our suppliers, customers, and other partners. Through it, we identify those potentially affected by human rights issues, assess the risks and develop mitigation action plans. The programme is undertaken by specialists in human rights alongside our own teams, who receive training to support their role. We also ensure that those members of our own team with a direct involvement in specific areas of human rights risks such as procurement, receive training to support their role.' [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com] • Met: Identifying risks in AG suppliers: See above [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Ongoing global risk identification: As indicated above, evidence comes from the latest report, where it is indicated is an ongoing process. [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: In consultation with stakeholders: See above. [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com] • Met: In consultation with HR experts: As indicated above, the programme is undertaken by specialists in human rights alongside our own teams, who receive training to support their role. The Company describes the process of the HRIA in which they are involved. [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com] • Met: Triggered by new circumstances: See above [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com] • Met: Explains use of HRIAs or ESIA (inc HR): In addition, it indicates: 'We have been signatories to the UN Guiding Principles on Business and Human Rights (UNGP) since 2014 and continue to embed human rights throughout our value chain. We do this through our comprehensive human rights impact assessment (HRIA) programme, prioritised by risk and based on a global mapping process. [...] We aim to conduct HRIAs in all markets by 2020. In 2018, we carried out HRIAs in Tanzania, Guatemala, the UK, India and Colombia, bringing our total to 12 since 2015.' [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com]
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Salient risk assessment (and context): As indicated in previous indicator, the Company carries out risk assessment 'prioritised by risk and based on a global mapping process. This programme is our opportunity to reach across our whole value chain, both within Diageo and to our suppliers, customers, and other partners. Through it, we identify those potentially affected by human rights issues, assess the risks and develop mitigation action plans. The programme is undertaken by specialists in human rights alongside our own teams, who receive training to support their role. We also ensure that those members of our own team with a direct involvement in specific areas of human rights risks such as procurement, receive training to support their role'. The Company carries out specific assessment by countries. In 2018 there were carried out specific ones for Tanzania, Guatemala, the UK, India and Colombia. It has covered 12 countries since 2015. [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com] • Met: Public disclosure of salient risks: See previous indicator. In addition, in its Sustainability & Responsibility Performance Addendum 2019, the Company states: 'In line with the UNGP, we have identified issues that are particularly salient to our business: labour rights, including the risk of child labour, especially in agricultural supply networks; treatment of contract labour; and sexual harassment in the hospitality sector.' [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Action Plans to mitigate risks: In its Annual Report 2018, the Company indicates: 'The HRIA considers our entire value chain from sourcing to selling within a market, looking at local risks. This leads to mitigation plans to address specific human rights issues or strengthen our processes to prevent them arising.[...] we have focused resources on awareness programmes around child protection, and measures to protect workers, including seasonal contract workers and sales teams working in bars.' In addition, in its Sustainability and Responsibility Report 2019, the Company states: 'Each of our markets is required to carry out a compliance risk assessment annually, including consideration of human rights, bribery and corruption, and to develop mitigation plans for their most relevant risks.' [Annual Report 2018 - Interactive, 2018: diageo.com & Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] • Met: Including in AG supply chain: See above. • Met: Example of Actions decided: In addition, it indicates: '[...] we have developed a child protection programme for our work with smallholder farmers, and initiatives aimed at preventing sexual harassment in the hospitality sector. Each market has developed an action plan to address its specific risks. We have also developed contractor standards guided by the International Labour Organization's Declaration on Fundamental Principles and Rights to Work, focused on promoting conditions in which people can work in freedom and safety'. [Annual Report 2018 - Interactive, 2018: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: In its Human Rights Policy, the Company states: 'We develop action plans and review the progress of mitigation through our routine business processes.' Additionally, in its Addendum to the Annual Report, the Company discloses 'Each of our HRIAs results in an action plan. We review progress against these plans through our routine business processes.' It also states it mitigates sustainability and responsibility risks by using 'Human rights interventions delivering against UN Guiding Principles and UK Modern Slavery Act requirements.' However, no further information found describing how the system works, to check if actions taken to face salient human rights issues were effective. [Human Rights Global Policy July 2019, 7/2019: diageo.com & Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] • Not met: Lessons learnt from checking effectiveness: The Modern Slave Statement includes details of actions taken regarding human rights risks, but no lessons learnt from checking the effectiveness of these actions could be found. [Modern Slavery Act Statement 2019, 2019: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Comms plan re identifying risks: See indicator B.2.1 [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] • Met: Comms plan re assessing risks: See indicator B.2.2 [Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] • Met: Comms plan re action plans for risks: See indicator B.2.3 • Not met: Comms plan re reviewing action plans: In order to be awarded this indicator, the Company has to achieve a full score in B.2.4 • Not met: Including AG suppliers: In order to be awarded this indicator, the Company has to achieve a full score in B.2.2/B.2.3/B.2.4 and at least 1,5 points in B.2.1 <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: In its Annual Report 2018, the Company indicates: 'We expect anyone who comes across a breach to report it immediately, either through our confidential whistleblowing helpline SpeakUp, to their manager, or to a member of the compliance, human resources or legal teams. Our diageospeakup.com website, available in all our 20 Code languages, was refreshed last year to make it simpler to report and follow up on potential breaches; it is also available to our business partners.' In addition, the Company indicates in its 'How SpeakUp works' document: 'SpeakUp is a confidential service for you (the reporter) to raise concerns about our business conduct, compliance and ethics matters, or to report a suspected breach of legal, accounting or regulatory requirements, our Code of Business Conduct ('Code'), policies and standards, or any questionable practice. SpeakUp complements, but does not replace reporting issues to your line manager, Legal, Human Resources (HR) or local Business Integrity lead. If you are not a Diageo employee you are encouraged to raise your concerns with your most senior Diageo contact.' [Annual Report 2018 - Interactive, 2018: diageo.com & How SpeakUp Works (updated May 2020), 5/2020: secure.ethicspoint.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Number grievances filed, addressed or resolved: In its Modern Slave Act Statement, the Company reports: 'In 2019, thirteen human rights allegations were raised via SpeakUp. Of the thirteen cases, eight were unsubstantiated. The five substantiated cases related to: lack of designated lavatory and changing facilities for women at a supply site; an individual not being paid on time for work they did; lack of guidelines on intern reimbursement and working hours; and two connected cases relating to the deployment of adolescent labour. We have taken action to address each of these issues. Four of the cases were closed within our 60-day timeframe, the one exception took slightly longer due to the complex nature of the allegations and related investigation'. [Modern Slavery Act Statement 2019, 2019: diageo.com] • Met: Channel is available in all appropriate languages: Its Ethics Point platform 'SpeakUp' is available in 21 languages: Amharic, Bahasa Indonesian, Chinese (simplified), Chinese (traditional), Dutch, English, French, German, Greek, Hindi, Italian, Japanese, Korean, Polish, Portuguese, Russian, Spanish, Swahili, Thai, Turkish, Vietnamese. [Speak up: diageospeakup.com] • Met: Opens own system to AG supplier workers: See above [Annual Report 2018 - Interactive, 2018: diageo.com & How SpeakUp Works (updated May 2020), 5/2020: secure.ethicspoint.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: Diageo's mechanism that is available to all employees and suppliers (and potentially affected external shareholders) is SpeakUp. In addition, on its website, the Company indicates: 'The service is available 24 hours a day, 365 days a year, to all employees, contractors or any other interested party such as suppliers or customers.' [Speak up: diageospeakup.com & How we manage compliance, N/A: diageo.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes accessibility and local languages: 'SpeakUp' platform is available in 21 languages, including: Amharic, Bahasa Indonesian, Chinese (simplified), Chinese (traditional), Hindi, Japanese, Korean, Swahili, Thai, Turkish and Vietnamese. In its 'How SpeakUp works' document, the Company describes the different available channel, and how each mechanism works. [Speak up: diageospeakup.com & How SpeakUp Works (updated May 2020), 5/2020: secure.ethicspoint.com] • Met: AG supplier communities use global system: See above [How we manage compliance, N/A: diageo.com & How SpeakUp Works (updated May 2020), 5/2020: secure.ethicspoint.com]
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided: In its Annual Report 2019, the Company indicates: 'We have identified three external risks as particularly salient to our business: labour rights, including the risk of child labour, especially in agricultural supply networks; labour standards for contract workers; and sexual harassment in the hospitality sector. We have responded to these risks in a number of ways, such as awareness programmes focused on child protection. As part of this work, in 2018, we developed and rolled out training for a variety of internal and external stakeholders including, in some countries, selected suppliers and aggregators. This year, we commissioned an independent study into contracted labour, which we will use to develop key mitigation strategies for next year and beyond.' Additionally, in its Sustainability and Responsibility Addendum, it states in relation to human rights breaches 'The three substantiated cases related to: lack of designated lavatory and changing facilities for women at a supply site, an individual not being paid on time for work they did, and lack of guidelines on intern reimbursement and working hours. We have taken action to address each of these issues.' However, no evidence found describing how the Company provided remedy to the victims in a particular cause that has caused or contributed to (i.e. through supply chain). [Annual Report 2019, 2019: diageo.com & Sustainability & Responsibility Performance Addendum to the Annual Report 2019, 2019: diageo.com] • Not met: Says how it would remedy key sector risks: The Company has provided comments to CHRB regarding this indicator. However, no evidence found on the approach it would take to provide remedy for victims following cases of non-compliance with human rights. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition: In its Annual Report, the Company indicates: 'We have developed a child protection toolkit for markets where we have identified a risk, and initiatives aimed at preventing sexual

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>harassment in the hospitality sector. We have also developed contractor standards guided by the International Labour Organization's Declaration on Fundamental Principles and Rights to Work, focused on promoting conditions in which people can work in freedom and safety'. The Company has provided comments to CHRB regarding this indicator. However, this indicator looks for evidence of how, following non-compliances and remedies provided, the Company introduced changes in systems/procedures to stop repetition of human rights non-compliances. [Sustainability & Responsibility Performance Addendum to the Annual Report 2018, 2018: diageo.com & Modern Slavery Act Statement 2019, 2019: diageo.com]</p> <ul style="list-style-type: none"> • Not met: Approach to learning from incident to prevent future impacts: The Company has provided comments to CHRB regarding this indicator. However, no evidence found on the approach it would take for learning from non-compliances and integrate those learning in processes and procedures to stop repetition. • Not met: Evaluation of the channel/mechanism

Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found.

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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