

Financial, Environmental and Social Measures	
	2023 full-year financial results
Revenue	£1,114.7 million
Organic constant-currency* revenue growth	2.5%
Adjusted operating profit ¹	£120.3 million
Adjusted operating profit margin ¹	10.8%
Free cash flow before acquisitions, disposals and dividends ¹	£14.6 million
Adjusted earnings per share	25.0p
Total dividend per share	12.0p
	2023 environmental performance (absolute)
CO ₂ e emissions	25% reduction to prior year
Scope 1 energy consumption	574,531 MWh
Scope 1 Greenhouse Gas (GHG) emissions	110,563 tCO ₂ e <small>Total scope 1 emissions were calculated from the addition of emissions from fuels, refrigerants, and other process emissions.</small>
Scope 2 energy Consumption	395,366 MWh
Scope 2 GHG emissions (market-based)	47,011 tCO ₂ e <small>Scope 2 emissions figure was calculated using the market-based methodology. The location-based figure for the same period is 155,957 tCO₂e. Biogenic emissions result from the combustion of biological materials. These are considered carbon neutral & therefore reported separately. Emissions were calculated using the UK Govt GHG Conversions Factors for Company Reporting (2023 version).</small>
Scope 1 GHG from process emissions	4,617 tCO ₂ e <small>Process emissions disclosed are calculated using internally derived calculations.</small>
GHG intensity	141 tCO ₂ e/£m
Total energy consumed (fuel and electricity)	969.9 GWh
Total water withdrawal	1.72 million m ³
Water withdrawal intensity	1,543 m ³ /£m
Total water withdrawal in water-stressed areas	332,687 m ³
Total waste generated	36,853 mt
Waste generation intensity	33 metric tonnes/£m
Waste recycled	17,384 mt

	2023 social performance
Lost time incident rate	0.19 Defined as total number of lost-time accidents in the year, multiplied by 100,000 hours worked, divided by total number of hours worked.
Women in workforce	33%
Women in leadership roles	30% Includes Executive w/o CEO/CFO plus 2nd to 4th tier
Women in board director roles	43%

1. Definitions of these non-GAAP measures can be found in the glossary of terms on [page 46](#), reconciliations of the statutory results to the adjusted measures can be found on [pages 14 to 18](#). Throughout this report these non-GAAP measures are clearly identified by an asterisk (*) where they appear in text and by a footnote where they appear in tables.