

			Units	2025	2024	2023	Baseline	Baseline Year	Target	Target Year	GRI Alignment	SASB Alignment	UN SDG Alignment	EcoVadis Theme
Environment		Climate change											SDG 6 Clean Water and Sanitation	Environment
	Scope 1		TCO2e	112,064	111,011	110,563		2015	-50%	2030	305-1-a	RT-CH-110a.1	SDG 13 Climate Action	Environment
	Biogenic Emissions		TCO2e	668	543	719					305-1-c		SDG 13 Climate Action	Environment
	% of Scope 1 emissions covered under emissions-limiting regulations		%	13.0%	13.0%	Not available						RT-CH-110a.1	SDG 13 Climate Action	Environment
	Scope 2	(market based)	TCO2e	33,072	41,860	47,011					305-2-b		SDG 13 Climate Action	Environment
	Scope 2	(location based)	TCO2e	144,130	149,972	155,957					305-2-a		SDG 13 Climate Action	Environment
	Emissions intensity	Scope 1 + 2 (market based)	TCO2e/t m	141	139	141							SDG 13 Climate Action	Environment
	Scope 3 (total) new methodology	Category detail available on request Draft pending validation	TCO2e	351,874	410,203	N/A					305-3-a		SDG 13 Climate Action	Environment
	Scope 3 (total) old methodology			TBC	369,825	809,375								
		Energy											SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	Scope 1		GWh	519.89	533.67	574.53							SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	Scope 2		GWh	377.49	382.36	395.37							SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	Total Energy Consumed		GWh	897.38	916.03	969.90							SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	Total Energy Consumed		GJ	3,230,579	3,297,708	3,491,629						RT-CH-130a.1	SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	Energy Intensity		GWh/t m	0.88	0.85	0.88							SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	% grid electricity		%	20.5%	25.2%	28.2%						RT-CH-130a.1	SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	% low carbon electricity incl. nuclear		%	16.2%	17.2%	16.0%							SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	% renewable electricity		%	62.4%	57.1%	55.5%		2019	80%	2025	302-1-b	RT-CH-130a.1	SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
	% self generated e.g. solar		%	0.9%	0.4%	0.4%						RT-CH-130a.1	SDG 7 Affordable and Clean Energy; SDG 13 Climate Action	Environment
		Water											SDG 6 Clean Water and Sanitation	Environment
	Total water withdrawal		'000 m3	1,425	1,606	1,720		2015	-30%	2030	303-3-a	RT-CH-140a.1	SDG 6 Clean Water and Sanitation	Environment
	From municipal sources		m3	716,933	972,180	Not Available							SDG 6 Clean Water and Sanitation	Environment
	From morgan owned sources		m3	564,135	626,845	Not Available							SDG 6 Clean Water and Sanitation	Environment
	From other sources		m3	144,120	6,592	Not Available							SDG 6 Clean Water and Sanitation	Environment
	Water intensity		m3/t m	1,383	1,459	1,543							SDG 6 Clean Water and Sanitation	Environment
	Water withdrawal in water stressed areas		m3	331,175	341,052	335,961		2015	-30%	2030	303-3-b		SDG 6 Clean Water and Sanitation	Environment
	Water withdrawal in water stressed areas		%	23%	21%	20%						RT-CH-140a.1	SDG 6 Clean Water and Sanitation	Environment
	Incidents of non-compliance		number	2	Not Available	Not Available						RT-CH-140a.2	SDG 6 Clean Water and Sanitation	Environment
		Waste and recycling											SDG 12 Responsible Consumption and Production	Environment
	Total waste generated		T	33,889	34,972	36,852					306-3-a		SDG 12 Responsible Consumption and Production	Environment
	Hazardous waste generated		T	1,601	2,106	2,109					306-3-a	RT-CH-150a.1	SDG 12 Responsible Consumption and Production	Environment
	Non-hazardous waste generated		T	32,288	32,866	34,743					306-3-a		SDG 12 Responsible Consumption and Production	Environment
	Waste generation intensity		T/t m	33	32	33							SDG 12 Responsible Consumption and Production	Environment
	Total waste recycled		T	17,164	17,295	17,384					306-4-c-i		SDG 12 Responsible Consumption and Production	Environment
	Hazardous waste recycled		T	269	391	307					306-4-c-i		SDG 12 Responsible Consumption and Production	Environment
	Non-hazardous waste recycled		T	16,895	16,905	17,078					306-4-c-i		SDG 12 Responsible Consumption and Production	Environment
	% waste recycled		%	51%	49%	47%							SDG 12 Responsible Consumption and Production	Environment
	% hazardous waste recycled		%	17%	19%	15%						RT-CH-150a.1	SDG 12 Responsible Consumption and Production	Environment
	% non-hazardous waste recycled		%	52%	51%	49%							SDG 12 Responsible Consumption and Production	Environment
		Safety and Environmental Stewardship of Chemicals												
	% Products containing GHS 1&2		%	7.7	7.3	7.3						RT-CH-410b.1	SDG 3 Good Health and Well-being; SDG 12 Responsible Consumption and Production	Environment
	% of these that have undergone Hazard Assessment		%	100%	100%	100%					416-1-a	RT-CH-410b.1	SDG 3 Good Health and Well-being; SDG 12 Responsible Consumption and Production	Environment
Social		H&S												
	Fatalities		#	0	0	0					403-9-a-i		SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Fatality Rate (Employees)			0	0	0					403-9-a-i	RT-CH-320a.1	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights

	Fatality Rate (Contract Employees)			0.00	0.00	0.00								RT-CH-320a.1	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	LTAa	#		33	25	36							403-9-a-ii		SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	LTA rate	#		0.18	0.13	0.19		2015	10%	2030			403-9-a-ii		SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Total Recordable Incidents	#		76	63	69							403-9-a-iii		SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Total Recordable Incident Rate			0.41	0.34	0.36							403-9-a-iii	RT-CH-320a.1	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Process Safety Incidents Count (PSIC)	#		38	37	Not Available								RT-CH-540a.1	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Process Safety Total Incident rate (PSTIR)			0.206	0.197	Not Available								RT-CH-540a.1	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Process Safety Incident Severity Rate (PSISR)			0.28	Not Available	Not Available								RT-CH-540a.1	SDG 3 Good Health and Well-being; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
															SDG 12 Responsible Consumption and Production; SDG 16 Peace, Justice and Strong Institutions	Sustainable Procurement
		Employee Engagement														
	% engagement in survey	%		75%	52%	54%			>75%	2030					SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Participation rate	%		81%	81%	93%									SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Board diversity	Gender split		4 male/ 4 female	4 male/ 3 female	4 male/ 3 female							405-1-a-i		SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		Ethnicity Split		13%	14%	14%							405-1-a-iii		SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		Tenure		3	5	5									SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
	Leadership	#women		19	17	23									SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		#men		30	35	66									SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		% women	%	39%	33%	26%			>40%	2030			405-1-b-i		SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		% men	%	61%	67%	74%							405-1-b-i		SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
	Whole organisation	#women		3,192	3,060	2,896									SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		#men		4,896	5,419	5,798									SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		% women	%	39%	36%	33%							405-1-b-i		SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		% men	%	61%	64%	67%							405-1-b-i		SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
	Gender pay gap	%		16.0%	17.6%	18.9%									SDG 5 Gender Equality; SDG 10 Reduced Inequalities	Labor & Human Rights
		Employment														
	Total Headcount			8,620	9,188	9,461									SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Morgan Employees			8,088	8,479	8,694									SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Agency Workers			532	709	767									SDG 8 Decent Work and Economic Growth	Labor & Human Rights
		Training & Development													SDG 4 Quality Education; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
	Average training hours per head	hours		15.9	12.2	24.4							404-1-a		SDG 4 Quality Education; SDG 8 Decent Work and Economic Growth	Labor & Human Rights
Governance																
	E&C training completion	%		93%	83%	87%									SDG 16 Peace, Justice and Strong Institutions	Ethics
	% requested suppliers signed up to CoC	%		78%	N/a	N/a									SDG 8 Decent Work and Economic Growth; SDG 12 Responsible Consumption and Production; SDG 16 Peace, Justice and Strong Institutions	Sustainable Procurement
	# Speak up reports	#		110	139	124									SDG 16 Peace, Justice and Strong Institutions	Eth