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# 2022 GRI, SASB, and UN Global Compact Disclosures

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# GRI Content Index

## STATEMENT OF USE

Wolters Kluwer has reported the information cited in this GRI content index for the period January 1st, 2022, to December 31st, 2022, with reference to the GRI Standards.

## GRI 1 used

GRI 1: Foundation 2021

## GRI STANDARD 2016: CORE OPTION

GRI Standard/Disclosure

Location

### GRI STANDARD

GRI 2: General Disclosures 2021

#### 2-1 Organizational details

2022 Annual Report/Strategic Report/Wolters Kluwer at a glance  
2022 Annual Report/Strategic Report/Organizational structure and executive team  
2022 Annual Report/Governance/Corporate governance  
2022 Annual Report/Financial statements and other/Contact information

#### 2-3 Reporting period, frequency and contact point

2022 Annual Report/Financial statements and other/Notes to the consolidated financial statements

#### 2-4 Restatements of information

2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility  
2022 Annual Report/Financial statements and other/Five-year key figures

#### 2-5 External assurance

2022 Annual Report/Financial statements and other/Independent auditor's report

#### 2-6 Activities, value chain and other business relationships

2022 Annual Report/Strategic Report/Business model and strategy  
2022 Annual Report/Strategic Report/Expert solutions  
2022 Annual Report/Strategic Report/Stakeholders and value creation  
2022 Annual Report/Strategic Report/Health  
2022 Annual Report/Strategic Report/Tax and Accounting  
2022 Annual Report/Strategic Report/Governance, Risk, and Compliance  
2022 Annual Report/Strategic Report/Legal and Regulatory

#### 2-7 Employees

2022 Annual Report/Strategic Report/Stakeholders and value creation  
2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management  
2022 Annual Report/Strategic Report/Sustainability/Diversity, equity, inclusion, and belonging  
2022 Annual Report/Strategic Report/Sustainability/Social responsibility  
2022 Annual Report/Governance/Risk management/Operational risks/Talent and organization

#### 2-9 Governance structure and composition

2022 Annual Report/Strategic Report/Organizational structure and executive team  
2022 Annual Report/Governance/Corporate governance  
2022 Annual Report/Governance/Executive Board and Supervisory Board

#### 2-10 Nomination and selection of the highest governance body

2022 Annual Report/Governance/Corporate governance

#### 2-11 Chair of the highest governance body

2022 Annual Report/Governance/Executive Board and Supervisory Board

#### 2-12 Role of the highest governance body in overseeing the management of impacts

2022 Annual Report/Strategic Report/Sustainability/Task Force on Climate-related Financial Disclosures (TCFD)  
2022 Annual Report/Governance/Corporate governance/Environmental, social, and governance matters

#### 2-13 Delegation of responsibility for managing impacts

2022 Annual Report/Strategic Report/Sustainability/Task Force on Climate-related Financial Disclosures (TCFD)  
2022 Annual Report/Governance/Corporate governance  
2022 Annual Report/Governance/Risk management

# GRI Content Index continued

<i>GRI Standard/Disclosure</i>	<i>Location</i>
2-14 Role of the highest governance body in sustainability reporting	2022 Annual Report/Governance/Statements by the Executive Board
2-15 Conflicts of interest	2022 Annual Report/Governance/Statements by the Executive Board See also our Code of Business Ethics, available on our <a href="#">website</a> .
2-16 Communication of critical concerns	2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance 2022 Annual Report/Governance/Risk management 2022 Annual Report/Governance/Statements by the Executive Board
2-17 Collective knowledge of the highest governance body	2022 Annual Report/Strategic Report/Organizational structure and executive team 2022 Annual Report/Governance/Corporate governance/Environmental, social, and governance matters
2-18 Evaluation of the performance of the highest governance body	2022 Annual Report/Governance/Report of the Supervisory Board
2-19 Remuneration policies	2022 Annual Report/Governance/Remuneration report
2-20 Process to determine remuneration	2022 Annual Report/Governance/Remuneration report
2-21 Annual total compensation ratio	2022 Annual Report/Governance/Remuneration report/Implementation of remuneration policy in 2022
2-22 Statement on sustainable development strategy	2022 Annual Report/Strategic Report/Q&A with Nancy McKinstry 2022 Annual Report/Strategic Report/Business model and strategy 2022 Annual Report/Strategic Report/Sustainability
2-23 Policy commitments	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility 2022 Annual Report/Strategic Report/Sustainability/Task Force on Climate-related Financial Disclosures (TCFD)
2-25 Processes to remediate negative impacts	2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance/Confidential channels for raising concerns 2022 Annual Report/Governance/Corporate governance/Culture
2-26 Mechanisms for seeking advice and raising concerns	2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance/Confidential channels for raising concerns
2-29 Approach to stakeholder engagement	2022 Annual Report/Strategic Report/Stakeholders and value creation model 2022 Annual Report/Strategic Report/Sustainability/Materiality/Stakeholders, issue prioritization, and results
2-30 Collective bargaining agreements	2022 Annual Report/Risk management/Corporate governance 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights
<hr/>	
<i>GRI 3: Material Topics 2021</i>	
3-1 Process to determine material topics	2022 Annual Report/Strategic Report/Sustainability/Sustainability strategy/Materiality
3-2 List of material topics	2022 Annual Report/Strategic Report/Sustainability
3-3 Management of material topics	2022 Annual Report/Strategic Report/Sustainability

# GRI Content Index continued

<i>GRI Standard/Disclosure</i>	<i>Location</i>
<i>GRI 201: Economic Performance 2016</i>	
<b>201-1 Direct economic value generated and distributed</b>	2022 Annual Report/Financial statements and other/Consolidated financial statements 2022 Annual Report/Financial statements and other/Notes to the consolidated financial statements
<b>201-2 Financial implications and other risks and opportunities due to climate change</b>	2022 Annual Report/Strategic Report/Sustainability/Task Force on Climate-related Financial Disclosures (TCFD) 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Responsible supply chain 2022 Annual Report/Governance/Risk management/Operational risks/Business interruption
<b>201-3 Defined benefit plan obligations and other retirement plans</b>	2022 Annual Report/Governance/Risk management/Operational risks/Talent and organization 2022 Annual Report/Governance/Risk management/Financial & financial reporting risks/Post-employment benefits 2022 Annual Report/Governance/Remuneration report
<b>201-4 Financial assistance received from government</b>	2022 Annual Report/Financial statements/Notes to the consolidated financial statements/Note 3 – Accounting estimates and judgements
<i>GRI 203: Indirect Economic Impacts 2016</i>	
<b>203-1 Infrastructure investments and services supported</b>	2022 Annual Report/Strategic Report/Stakeholders and value creation 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Community involvement and volunteering 2022 Annual Report/Governance/Risk management/Operational risks/Supply chain, technological developments, and projects
<b>203-2 Significant indirect economic impacts</b>	2022 Annual Report/Strategic Report/Stakeholders and value creation model 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Community involvement and volunteering 2022 Annual Report/Strategic Report/Sustainability/Product impact and innovation
<i>GRI 205: Anti-corruption 2016</i>	
<b>205-1 Operations assessed for risks related to corruption</b>	2022 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance
<b>205-2 Communication and training about anti-corruption policies and procedures</b>	2022 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance 2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance
<b>205-3 Confirmed incidents of corruption and actions taken</b>	2022 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance 2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance
<i>GRI 206: Anti-competitive Behavior 2016</i>	
<b>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>	2022 Annual Report/Governance/Risk management/Strategic risks 2022 Annual Report/Governance/Risk management/Operational risks 2022 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance For more information, please refer to the Wolters Kluwer Code of Business Ethics, available on our <a href="#">website</a> .

# GRI Content Index continued

<i>GRI Standard/Disclosure</i>	<i>Location</i>
<i>GRI 207: Tax 2019</i>	
<b>207-1 Approach to tax</b>	2022 Annual Report/Governance/Risk management/Financial & financial reporting risks/Taxes
<b>207-2 Tax governance, control, and risk management</b>	2022 Annual Report/Governance/Risk management/Financial & financial reporting risks/Taxes
<b>207-3 Stakeholder engagement and management of concerns related to tax</b>	2022 Annual Report/Strategic Report/Sustainability/Materiality 2022 Annual Report/Governance/Risk management/Financial & financial reporting risks/Taxes 2022 Annual Report/Financial statements and other/Independent auditor's report/Scope of group audit
<i>GRI 302: Energy 2016</i>	
<b>302-1 Energy consumption within the organization</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>302-2 Energy consumption outside of the organization</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>302-3 Energy intensity</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>302-4 Reduction of energy consumption</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>302-5 Reductions in energy requirements of products and services</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<i>GRI 303: Water and Effluents 2018</i>	
<b>303-5 Water consumption</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>GRI 305: Emissions 2016</b>	
<b>305-1 Direct (Scope 1) GHG emissions</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>305-2 Energy indirect (Scope 2) GHG emissions</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>305-3 Other indirect (Scope 3) GHG emissions</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>305-4 GHG emissions intensity</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<b>305-5 Reduction of GHG emissions</b>	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility
<i>GRI 308: Supplier Environmental Assessment 2016</i>	
<b>308-1 New suppliers that were screened using environmental criteria</b>	2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Responsible supply chain
<i>GRI 401: Employment 2016</i>	
<b>401-1 New employee hires and employee turnover</b>	2022 Annual Report/Strategic Report/Stakeholders and value creation 2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management 2022 Annual Report/Financial statements and other/Notes to the consolidated financial statements/Note 13 – Personnel expenses
<b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	2022 Annual Report/Governance/Risk management/Financial & financial reporting risks/Post-employment benefits 2022 Annual Report/Financial statements and other/Notes to the consolidated financial statements/Note 13 – Personnel expenses 2022 Annual Report/Financial statements and other/Notes to the consolidated financial statements/Note 31 – Employee benefits

# GRI Content Index continued

## GRI Standard/Disclosure

### 401-3 Parental leave

GRI 403: Occupational Health and Safety 2018

### 403-1 Occupational health and safety management system

### 403-6 Promotion of worker health

GRI 404: Training and Education 2016

### 404-1 Average hours of training per year per employee

### 404-2 Programs for upgrading employee skills and transition assistance programs

### 404-3 Percentage of employees receiving regular performance and career development reviews

GRI 405: Diversity and Equal Opportunity 2016

### 405-1 Diversity of governance bodies and employees

### 405-2 Ratio of basic salary and remuneration of women to men

GRI 406: Non-discrimination 2016

### 406-1 Incidents of discrimination and corrective actions taken

GRI 407: Freedom of Association and Collective Bargaining 2016

### 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

## Reference

2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management/Employee health, safety, and well-being

2021 Annual Report/Governance/Corporate governance/Remuneration  
2021 Annual Report/Governance/Remuneration report

2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management/Employee health, safety, and well-being  
2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights

2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management/Employee health, safety, and well-being  
2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights  
2022 Annual Report/Financial Statements and Other/Notes to the consolidated financial statements/Note 31 – Employee benefits

2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management  
2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance

2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management

2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management

2022 Annual Report/Strategic Report/Sustainability/Diversity, equity, inclusion, and belonging  
2022 Annual Report/Governance/Corporate governance/Diversity  
2022 Annual Report/Governance/Executive and Supervisory Board

2022 Annual Report/Sustainability/Diversity, equity, inclusion, and belonging

2022 Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance/Confidential channels for raising concerns

2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights  
2022 Annual Report /Strategic Report/Sustainability/Social responsibility/Responsible supply chain

# GRI Content Index continued

<i>GRI Standard/Disclosure</i>	<i>Location</i>
<i>GRI 408: Child Labor 2016</i> <b>408-1 Operations and suppliers at significant risk for incidents of child labor</b>	2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Protecting human rights 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Responsible supply chain
<i>GRI 409: Forced or Compulsory Labor 2016</i> <b>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>	2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Protecting human rights 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Responsible supply chain
<i>GRI 410: Security Practices 2016</i> <b>410-1 Security personnel trained in human rights policies or procedures</b>	2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Protecting human rights
<i>GRI 414: Supplier Social Assessment 2016</i> <b>414-1 New suppliers that were screened using social criteria</b>	2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Responsible supply chain
<b>414-2 Negative social impacts in the supply chain and actions taken</b>	2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Responsible supply chain
<i>GRI 418: Customer Privacy 2016</i> <b>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	2022 Annual Report/Strategic Report/Sustainability/Cybersecurity and data privacy 2022 Annual Report/Strategic Report/Sustainability/Social responsibility/ Responsible supply chain 2022 Annual Report/Governance/Risk management/Legal & compliance risks/ Regulatory and compliance



# Sustainability Accounting Standards Board (SASB) Index

## PROFESSIONAL & COMMERCIAL SERVICES

### Data Security

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Description of approach to identifying and addressing data security risks	2022 Annual Report/Governance/Corporate governance/ Risk management 2022 Annual Report/Governance/Risk management/ IT and cybersecurity 2022 Annual Report/Strategic Report/Sustainability/ Cybersecurity and data privacy	SV-PS-230a.1
Description of policies and practices relating to collection, usage, and retention of customer information	2022 Annual Report/Strategic Report/Sustainability/ Cybersecurity and data privacy	SV-PS-230a.2
(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	As a matter of policy, we do not disclose information about data breaches except as required by law.	SV-PS-230a.3

### Workforce Diversity & Engagement

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	2022 Annual Report/Strategic Report/Sustainability/ Diversity, equity, inclusion, and belonging	SV-PS-330a.1
(1) Voluntary and (2) involuntary turnover rate for employees	2022 Annual Report/Strategic Report/Sustainability/ Employee engagement and talent management	SV-PS-330a.2
Employee engagement as a percentage	2022 Annual Report/Strategic Report/Sustainability/ Employee engagement and talent management	SV-PS-330a.3

### Professional Integrity

<i>Accounting metric</i>	<i>Disclosure</i>	<i>SASB Code</i>
Description of approach to ensuring professional integrity	2022 Annual Report/Strategic Report/Sustainability/ Ethics, compliance, and governance	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	We currently do not disclose this information.	SV-PS-510a.2

# Sustainability Accounting Standards Board (SASB) Index continued

## Activity metric

<i>Metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	2022 Annual Report/Financial statements and other/Notes to the consolidated financial statements/Note 13 – Personnel expenses	SV-PS-000.A
Employee hours worked, percentage billable	We currently do not disclose this information.	SV-PS-000.B

## SOFTWARE & IT SERVICES

### Environmental Footprint of Hardware Infrastructure

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility	TC-SI-130a.1
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Waters Stress	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility	TC-SI-130a.2
Discussion of the integration of environmental considerations into strategic planning for data center needs	2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility	TC-SI-130a.3

### Data Privacy & Freedom of Expression

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Description of policies and practices relating to behavioral advertising and user privacy	2022 Annual Report/Strategic Report/Sustainability/Cybersecurity and data privacy	TC-SI-220a.1
	2022 Annual Report/Strategic Report/Sustainability/Artificial intelligence	
	2022 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity	
Number of users whose information is used for secondary purposes	2022 Annual Report/Strategic Report/Sustainability/Cybersecurity and data privacy	TC-SI-220a.2
Total amount of monetary losses as a result of legal proceedings associated with user privacy	We currently do not disclose this information.	TC-SI-220a.3
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	As a matter of policy, we do not disclose information about data breaches except as required by law.	TC-SI-220a.4
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	We currently do not disclose this information.	TC-SI-220a.5

# Sustainability Accounting Standards Board (SASB) Index continued

## Data Security

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	As a matter of policy, we do not disclose information about data breaches except as required by law.	TC-SI-230a.1
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	2022 Annual Report/Strategic Report/Sustainability/Cybersecurity and data privacy 2022 Annual Report/Governance/Risk management/Operational risks/IT and cybersecurity	TC-SI-230a.2

## Recruiting & Managing a Global, Diverse & Skilled Workforce

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Percentage of employees that are (1) foreign nationals and (2) located offshore	We currently do not disclose this data.	TC-SI-330a.1
Employee engagement as a percentage	2022 Annual Report/Strategic Report/Sustainability/Employee engagement and talent management	TC-SI-330a.2
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	2022 Annual Report/Strategic Report/Sustainability/Diversity, equity, inclusion, and belonging	TC-SI-330a.3

## Intellectual Property Protection & Competitive Behavior

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We currently do not disclose this information.	TC-SI-520a.1

## Managing Systemic Risks from Technology Disruptions

<i>Accounting metric</i>	<i>Report reference</i>	<i>SASB Code</i>
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	We currently do not disclose this information.	TC-SI-550a.1
Description of business continuity risks related to disruptions of operations	2022 Annual Report/Governance/Risk management/Operational risks/Business interruption	TC-SI-550a.2

# Sustainability Accounting Standards Board (SASB) Index continued

## Activity metric

<i>Metric</i>	<i>Report reference</i>	<i>SASB Code</i>
(1) Number of licenses or subscriptions, (2) percentage cloud-based	We currently do not disclose this information.	TC-SI-000.A
(1) Data processing capacity, (2) percentage outsourced	We currently do not disclose this information.	TC-SI-000.B
(1) Amount of data storage, (2) percentage outsourced	We currently do not disclose this information.	TC-SI-000.C

# United Nations Global Compact Principles

## Principle

### Human rights

Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2 – Businesses should make sure they are not complicit in human rights abuses.

### Labor

Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4 – Businesses should uphold the elimination of all forms of forced and compulsory labor

Principle 5 – Businesses should uphold the effective abolition of child labor

Principle 6 – Businesses should uphold the elimination of discrimination in respect of employment and occupation

### Environment

Principle 7 – Businesses should support a precautionary approach to environmental challenges.

Principle 8 – Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9 – Businesses should encourage the development and diffusion of environmentally friendly technologies.

## References

2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights  
See also our Human Rights policy and Code of Business Ethics, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights  
See also our Human Rights policy and Code of Business Ethics, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Social responsibility  
See also our Human Rights policy, Supplier Code of Conduct, and Code of Business Ethics, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Social responsibility  
See also our Human Rights policy, Supplier Code of Conduct, and Code of Business Ethics, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Social responsibility  
See also our Human Rights policy, Supplier Code of Conduct, and Code of Business Ethics, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Diversity, equity, inclusion, and belonging  
2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Protecting human rights  
2022 Annual Report/Governance/Corporate governance/Culture  
2022 Annual Report/Governance/Risk management/Operational risks/Talent and organization  
2022 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance  
See also our Code of Business Ethics, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility  
2022 Annual Report/Strategic Report/Sustainability/Task Force on Climate-related Financial Disclosures (TCFD)  
2022 Annual Report/Governance/Risk management/Operational risks/Business interruption  
See also our Environmental Policy, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility  
2022 Annual Report/Strategic Report/Sustainability/Social responsibility/Responsible supply chain  
2022 Annual Report/Governance/Corporate governance/Environmental, social, and governance matters  
See also our Environmental Policy, available on our [website](#).

2022 Annual Report/Strategic Report/Sustainability/Environmental responsibility

# United Nations Global Compact Principles continued

## Principle

### Anti-corruption

Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.

## References

2022/Annual Report/Strategic Report/Sustainability/Ethics, compliance, and governance  
2022 Annual Report/Governance/Risk management/Operational risks/Fraud  
2022 Annual Report/Governance/Risk management/Legal & compliance risks/Regulatory and compliance  
See also our Code of Business Ethics, available on our [website](#).