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HALEON

# Environment, Social and Governance (ESG) Databook

2024

Issued August 2025



## **Overview**

This document provides performance data on a range of Environmental, Social and Governance (ESG) metrics for the year ended 31 December 2024. It also includes ESG metrics from the 2023 and 2022 reporting periods. Reporting periods may vary from the financial year 1 January to 31 December reporting period. A footnote indicates where this applies.

We update this document with additional disclosures in line with the timings of specific disclosure requirements throughout the year. Page 2 provides a table of contents and each disclosure issue date.

## **External Assurance**

KPMG LLP provided independent limited assurance, using assurance standards ISAE (UK) 3000 and ISAE 3410, over selected ESG data points included in our 2024 ESG responsible business reporting. Data points marked in this document with an (\*) formed part of the limited assurance engagement and have been extracted from Haleon's 2024 Annual Report and Form 20-F and Haleon's 2024 Responsible Business Report.

A link to Haleon's ESG Reporting Hub, where KPMG LLP's limited assurance opinion and the Basis of Reporting (our reporting criteria) for these data points can be found, is included below and in the assured metrics' footnote.

The Basis of Reporting for all our ESG goals and data points can also be found in the Basis of Reporting 2024.

[ESG Reporting Hub](#)

**Table of Contents**

<b>Section</b>	<b>Disclosure</b>	<b>Page number</b>	<b>Issue date</b>
<b>Governance data points</b>	Board independence and gender representation	3	March 2025
	Executive gender representation	3	March 2025
	Board ethnicity representation	3	March 2025
	Executive ethnicity representation	3	March 2025
	UN Global Compact membership	4	March 2025
	Ethical conduct	4	March 2025
	Supplier Assessments	4	August 2025
<b>Social data points</b>	Health inclusivity goal	5	March 2025
	Employee numbers	5	March 2025
	Gender representation	5	March 2025
	Employee gender representation	5	March 2025
	Women in the workforce	6	March 2025
	Employee hires	7	March 2025
	Employee turnover	7	March 2025
	Employee training	8	March 2025
	Freedom of association	8	March 2025
<b>Health &amp; safety and Product quality &amp; safety data points</b>	Health & Safety	9	March 2025
	Product recalls	9	March 2025
	Product stewardship	10	March 2025
	Environmental violations	10	March 2025
<b>Environment data points</b>	Environmental goal performance	11-12	March 2025
	Palm oil	12	March 2025
	Energy	13	March 2025
	Scope 1 and 2 carbon emissions	14	March 2025
	Scope 3 carbon emissions	15	March 2025
	Ozone depleting substances	16	March 2025
	Air quality emissions	16	March 2025
	Materials used to manufacture our products	17	March 2025
	Water	18	August 2025
Waste	19	August 2025	

## Governance

### Board independence and gender representation

Data point <sup>1</sup>	Unit	2024	2023	2022
Number of Board members	Number	11	11	11
Number of Independent Non-Executive Directors	Number	8	6	6
% of Independent Non-Executive Directors	%	73%	55%	55%
Number of Women on Board	Number	7	5	5
% of Women on Board	%	64%	45%	45%

### Executive<sup>2</sup> gender representation

Data point <sup>1</sup>	Unit	2024	2023	2022
Number of Executive members	Number	13	15	13
Number of Women on Executive	Number	6	7	6
% of Women on Executive	%	46%	47%	46%

### Board ethnicity representation

Data point <sup>1</sup>	Unit	2024	2023
White British or other White (including minority-white groups)	Number	8	9
White British or other White (including minority-white groups)	%	73%	82%
Asian/Asian British	Number	2	2
Asian/Asian British	%	18%	18%
Mixed/Multiple Ethnic Groups	Number	1	-
Asian/Asian British	%	9%	-

### Executive<sup>2</sup> ethnicity representation

Data point <sup>1</sup>	Unit	2024	2023
White British or other White (including minority-white groups)	Number	11	12
White British or other White (including minority-white groups)	%	85%	80%
Asian/Asian British	Number	2	2
Asian/Asian British	%	15%	17%
Not specified/prefer not to say	Number	-	1 <sup>3</sup>
Not specified/prefer not to say	%	-	3%

1. Data as the latest practicable date of 6 March 2025.

2. Executive management is defined as members of the Haleon Executive Team (including the CEO and CFO).

**UN Global Compact membership**

Data Headline	Unit	2024	2023	2022	Notes
UN Global Compact Signatory	Y/N	Y	Y	Y	Haleon   UN Global Compact

**Ethical conduct**

Data point	2024	2023	Notes
Number of new cases raised including concerns <sup>4</sup> raised via Haleon's 'Speak Up' channels <sup>5</sup> and logged in our case management system	1059	1100	
Number of cases closed following investigation <sup>6</sup>	1071	985	
Number of closed cases substantiated <sup>6,7</sup>	302	280	
Average length of investigations globally (days) <sup>6</sup>	82	70	

**Supplier Assessments**

Data point	Unit	2024	Notes
Total number of significant suppliers <sup>9</sup> in Tier 1 <sup>9,10</sup>	Number	594	
Total number of significant suppliers assessed via desk assessments/on-site assessments <sup>11,12</sup>	Number	514	
% of total spend <sup>13</sup> on significant suppliers in Tier 1 <sup>12</sup>	Percentage	63%	

3. Representing one individual based in a country in which it is illegal to collect diversity data.

4. We report the number of concerns raised at a case level. Each case may contain several concerns.

5. Speak up channels include cases raised via the official Speak Up channels, as well as cases raised by different channels including to a line manager, local management or the HR team.

6. The number of cases closed includes those which may have been opened in a prior year, but which were closed in the reporting year.

7. Substantiated = where a concern within a case has been confirmed.

8. We use the DJSI definition of "significant suppliers", i.e. suppliers that are identified as having either (i) substantial risks of negative ESG impacts or (ii) significant business relevance to the company or (iii) a combination of both.

9. Tier 1 suppliers refers to suppliers of goods, materials, or services directly to Haleon. Supplier companies within the same group are treated as a single supplier.

10. Data point reported as of 31 December 2024

11. These involve third-party assessments using tools such as Sedex, EcoVadis and PSCI audits.

12. Reporting period is calendar year.

13. Total spend refers to globally managed spend that covers the majority of our internal spend and expands across some of our third-party manufacturing network.

## Social

### Health inclusivity goal

Goal <sup>14</sup>	Unit	2024 <sup>15</sup>	2024 <sup>16</sup>	2022 <sup>17</sup>
We will empower millions of people a year to be more included in opportunities for better everyday health, empowering 50 million people a year by 2025	Number	50 million+	41 million+	22 million+

### Employee numbers

Data point <sup>18</sup>	Unit	2024	2023	2022
Total Number of Employees	Number	24,561	25,408	24,622

### Gender representation

Data point <sup>19</sup>	Unit	2024	2023	2022
Track gender representation in leadership roles <sup>20</sup>	%	45.2%* <sup>19</sup>	44.9%	43.7%

### Employee gender representation

Data point <sup>18</sup>	Unit	Male			Female			Other			Non-disclosed		
		2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Board	Number	5	6	6	6	5	5	-	-	-	-	-	-
Executive Team	Number	7	8	8	6	7	6	-	-	-	-	-	-
Executive Team direct reports	Number	51	51	59	45	48	52	-	-	-	2	1	1
Senior managers <sup>20</sup>	Number	773	908	990	653	739	770	-	-	-	8	5	6
All employees	Number	12,996	13,516	12,802	11,431	11,768	11,587	8	5	9	126	119	224

14. Further information on the reporting criteria for the goal can be found in the 2024 Basis of Reporting.

15. 2024 reporting period = 1 December 2023 to 30 November 2024.

16. 2023 reporting period = 1 December 2022 to 30 November 2023.

17. 2022 reporting period = 1 January 2022 to 31 December 2022.

18. Data point reported as of 31 December each year.

19. In 2022 and 2023 our gender diversity in leadership KPI was measured at year end (31<sup>st</sup> December). In 2024 Haleon moved to a quarterly average methodology to measure our gender diversity in leadership. This measurement is taken at end of each quarter (March, June, September, December) and averaged across the four quarters.

20. Comprised of employees within our compensation grades 0-5. These roles include members of the Executive Team, their direct reports (including administration support), heads of department and other upper management.

\* KPMG LLP has issued independent limited assurance over the selected data indicated using assurance standards ISAE(UK)3000. Haleon's reporting criteria are available at [www.haleon.com/our-impact/esg-reporting-hub](http://www.haleon.com/our-impact/esg-reporting-hub).

**Women in the workforce**

Data point <sup>21</sup>	Unit	2024	2023	2022	Notes
Share of women in total workforce	%	46.1%	46.0	46.9	(as % of total workforce)
Share of women in all management positions, including junior, middle and top management <sup>22</sup>	%	47.1%	46.8	46.1	(as % of total management positions)
Share of women in junior management positions, i.e., first level of management <sup>23</sup>	%	47.8%	48.0	47.8	(as % of total junior management positions)
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions <sup>24</sup>	%	46.8%	48.2	46.3	(as % of total top management positions)
Share of women in management positions in revenue-generating functions (e.g. sales) <sup>25</sup>	%	54.2%	53.3	52.1%	as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)
Share of women in STEM-related positions <sup>26</sup>	%	29.4%	27.3	27.7	(as % of total STEM positions)
% coverage of above data reported on as a % of FTEs	%	>75%	>75%	>75%	

21. Data point reported as of 31 December each year. Reporting scope = Permanent employees only. Employees who did not self-identify their gender (blank) or answered: "Prefer Not To Say" are excluded from the calculation.

22. All management positions = global compensation grades 0-6.

23. Junior management positions = global compensation grade 6 only.

24. Top management positions = positions on level -1 & -2 from CEO only (excluding admin staff).

25. Management positions = global compensation grades 0-6 only. Revenue-generating functions include roles under three regional commercial reporting lines (EMEA/LATAM, APAC, NAM) and job family groups: Sales, Marketing, Commercial, Commercial Operations as well as the global marketing reporting line.

26. STEM-related positions = job family groups: Research & Development, Medical and Clinical, Engineering, IT, Digital Data and Analytics.

Employee hires

Data point <sup>27, 28</sup>	Unit	2024				2023				2022			
Number of new external employee hires	Number	3,715				4,900				2,151			
- Age Group	Number	<30 1,690	30-50 1,822	>50 136	Unknown 67	<30 2,218	30-50 2,391	>50 240	Unknown 51	<30 880	30-50 1,091	>50 120	Unknown 60
- Gender	Number	Female 1,949	Male 1,730	Other 3	Unknown 33	Female 2,269	Male 2,600	Other/ Unknown 31		Female 1,023	Male 1,100	Other/ Unknown 28	
- Management Level <sup>30</sup>	Number	SVP/VP 21	Director 62	Manager 259	Other 3,373	SVP/VP 12	Director 92	Manager 239	Other 4,557	SVP/VP 6	Director 61	Manager 142	Other 1,942

Employee turnover

Data point <sup>30, 31</sup>	Unit	2024				2023				2022			
Number of leavers	Number	3,362				3,160				1,159			
Overall turnover	%	14.2%				13.1%				5.0%			
- Age	%	<30 17.8%	30-50 13.2%	>50 15.6%	Unknown 11.7%	<30 19.3%	30-50 12.0%	>50 13.7%	Unknown 6.0%	<30 8.1%	30-50 4.7%	>50 4.3%	Unknown 4.7%
- Gender	%	Female 14.7%	Male 13.7%	Other 15.8%	Unknown 13.8%	Female 13.4%	Male 12.4%	Other/ Unknown 48.6%		Female 5.2%	Male 4.6%	Other/ Unknown 4.9%	
- Management Level <sup>29</sup>	%	SVP/VP 19.2%	Director 19.2%	Manager 11.7%	Other 14.1%	SVP/VP 18.4%	Director 16.9%	Manager 12.0%	Other 12.9%	SVP/VP 6.1%	Director 5.0%	Manager 4.3%	Other 5.1%
Number of voluntary leavers	Number	1,395				1,684				760			
Turnover of voluntary leavers	%	5.9%				7.0%				3.3%			
- Age	%	<30 11.6%	30-50 5.9%	>50 2.2%	Unknown 7.8%	<30 14.6%	30-50 6.8%	>50 2.8%	Unknown 2.0%	<30 6.8%	30-50 3.2%	>50 1.4%	Unknown 4.2%
- Gender	%	Female 6.2%	Male 5.6%	Other -	Unknown 9.2%	Female 7.4%	Male 6.7%	Other/ Unknown 2.4%		Female 3.6%	Male 3.1%	Other/ Unknown 3.9%	
- Management Level <sup>29</sup>	%	SVP/VP 4.3%	Director 4.0%	Manager 4.2%	Other 6.2%	SVP/VP 5.2%	Director 5.4%	Manager 5.3%	Other 7.4%	SVP/VP 1.8%	Director 2.6%	Manager 2.8%	Other 3.4%

27. Scope = permanent and temporary employees. Data excludes employees who did not appear at work on their first day.

28. 2022 reporting period = 18 July (Haleon's demerger from GSK) to 31 December

29. SVP/VP = global compensation grades 0-3. Director = global compensation grade 4-5. Manager = global compensation grade 6 only. Other = global compensation grades 7-10.

30. Scope = permanent employees only. Data excludes employees who did not appear at work on their first day.

31. 2022 reporting period = 18 July (Haleon's demerger from GSK) to 31 December.

Employee training

Data point <sup>32</sup>	Unit	2024					2023					2022				
Average hours per FTE of training and development	Hours	28					31					30				
- Age	Hours	<30 31	30-50 27	>50 29	Unknown 43		<30 37	30-50 29	>50 30	Unknown 22		<30 36	30-50 29	>50 28	Unknown 16	
- Gender	Hours	Female 23	Male 32	Other 43	Prefer not to say 29	Unknown 31	Female 24	Male 36	Other 31	Prefer not to say 23	Unknown 14	Female 25	Male 34	Other 43	Prefer not to say 25	Unknown 17
- Management Level <sup>29</sup>	Hours	SVP/VP 24	Director 12	Manager 16	Other 31		SVP/VP 6	Director 12	Manager 17	Other 34		SVP/VP 8	Director 13	Manager 19	Other 32	
Average amount spent per FTE on training and development	£	458					420					416				
- Age	£	<30 426	30-50 359	>50 396	Unknown 594		<30 513	30-50 400	>50 412	Unknown 301		<30 505	30-50 404	>50 397	Unknown 220	
- Gender	£	Female 304	Male 438	Other 589	Prefer not to say 387	Unknown 428	Female 335	Male 500	Other 428	Prefer not to say 315	Unknown 198	Female 600	Male 482	Other 346	Prefer not to say 232	Unknown 354
- Management Level <sup>29</sup>	£	SVP/VP 335	Director 143	Manager 201	Other 414		SVP/VP 85	Director 158	Manager 227	Other 465		SVP/VP 114	Director 181	Manager 258	Other 456	

Freedom of Association

Data point <sup>33</sup>	2024	2023	Notes
% of employees represented by an independent trade union or covered by collective bargaining agreements	41%	40%	

32. Reporting scope = permanent employees only. Hours and spend are rounded to the nearest whole number.

33. Reporting scope = permanent employees only. Data point reported as of 31 December each year.

## Health & safety and Product quality & safety

### Health & Safety

Data point	Unit	2024	2023
Fatalities – Employees <sup>34</sup>	Number	0*	0
Fatalities – Contractors <sup>35</sup>	Number	0*	0
Fatalities – Total	Number	0	0
Fatalities per 100 workers / 200,000 hrs	Number	0	0
Potential serious Incident or Fatality (pSIF) <sup>36</sup>	Number	26*	36
Lost Time Reportable Injury and Illness rate (per 100,000 hours worked) <sup>37</sup>	Rate per 100,000 hours worked	0.10*	0.10
Reportable Injury and Illness rate (per 100,000 hours worked) <sup>37</sup>	Rate per 100,000 hours worked	0.13*	0.14
Contractor Reportable Injury and Illness rate (per 100,000 hours worked)	Rate per 100,000 hours worked	0.19*	Not Reported
Contractor Lost Time Reportable Injury and Illness rate (per 100,000 hours worked) <sup>37</sup>	Rate per 100,000 hours worked	0.10*	Not Reported

### Products recalls

Data point	Unit	2024	2023	2022	2021	Notes
Number of product lines for which products were recalled <sup>38</sup>	Number	0	1	2	2	

34. Scope includes employees and third-party temporary workers across all Haleon operations.

35. Contractor: an individual that provides goods or services to Haleon but works for, and is paid by, a separate person or business.

36. Scope = All employees and third-party temporary workers across all Haleon operations and contractors working at a Haleon site or facility.

37. Scope = employees and third-party temporary workers across all Haleon operations.

38. Number of recalls conducted globally using the US FDA, MHRA, EMA class I and II recall definition.

\* KPMG LLP has issued independent limited assurance over the selected data indicated using assurance standards ISAE (UK) 3000. Haleon's reporting criteria are available at [www.haleon.com/our-impact/esg-reporting-hub](http://www.haleon.com/our-impact/esg-reporting-hub).

**Product Stewardship**

Data point	Unit	2024	Notes
Number of chemicals currently used in our products listed on either <sup>39</sup> :			
The REACH restricted substances list (as per the REACH Annex XVII list)	Number	0	
The REACH candidate list of substances of very high concern (SVHCs) for authorisation above 0.1% by weight	Number	0	

**Environmental violations**

Data point	Unit	2024	2023	2022	2021	Notes
Number of significant fines <sup>40</sup> or penalties paid related to environmental or ecological issues	Number	0	0	0	0	

39. Based on our most recent review of those chemicals whose use falls within the scope of REACH restriction. The scope of the review covered all Haleon manufacturing sites that are located in the European Union or United Kingdom, and that therefore must comply with REACH. Some Haleon products are manufactured by third party manufacturing organisations and those products were not included in this data. Product packaging is not included in scope.

40. Significant fine = >\$10,000.

## Environment

### Environmental goal performance

Goal	Unit	2024 <sup>41</sup>	2023 <sup>42</sup>	2022 <sup>43</sup>
<b>Tackling carbon emissions</b> We aim to reduce our net Scope 1 and 2 carbon emissions by 100% by 2030 vs a 2020 baseline <sup>44</sup>	%	-50%*	-48%	-44%
<b>Tackling carbon emissions</b> We aim to reduce our Scope 3 carbon emissions from source to sale by 42% by 2030 vs a 2022 baseline <sup>45</sup>	%	-10%	-2% <sup>46</sup>	-
<b>Making our packaging more sustainable</b> We aim to reduce our use of virgin petroleum-based plastic by 10% by 2025, and a third by 2030 vs a 2022 baseline <sup>47</sup>	%	-1%	+3%	-
<b>Making our packaging more sustainable</b> We aim to develop solutions for all product packaging to be recycle-ready by 2025, as part of our goal to make all packaging recyclable or reusable by 2030, where safety, quality and regulations permit <sup>48</sup>	%	74%*	70%	65%

41. The 2024 reporting period for Scope 1 and 2 carbon emissions (market-based) is 1 December 2023 to 30 November 2024, and for Scope 3 carbon emissions, packaging and sustainable sourcing is 1 July 2023 to 30 June 2024. Further information on the reporting criteria for the goal can be found in the Haleon 2024 Responsible Business Basis of Reporting.

42. The 2023 reporting period for Scope 1 and 2 carbon emissions (market-based) is 1 December 2022 to 30 November 2023, and for Scope 3 carbon emissions, packaging and sustainable sourcing is 1 July 2022 - 30 June 2023.

43. The 2022 reporting period for Scope 1 and 2 carbon emissions (market-based) is the calendar year. The 2022 reporting period for recycle-ready packaging is 1 July 2021 to 30 June 2022.

44. Scope 1 and 2 emissions are calculated in line with the GHG Protocol. Scope 1 and 2 are market-based emissions in Haleon's operational control. Our goal to reduce net Scope 1 and 2 carbon emissions by 100% by 2030 is underpinned by a 95% absolute reduction target. The 2020 baseline reporting period = calendar year.

45. Estimated Scope 3 emissions are calculated in line with the GHG Protocol. Our Scope 3 carbon emissions target spans carbon emission categories from source to sale (excluding GHG-protocol categories 6, 7, 10-15). 2022 baseline year reporting period = calendar year.

46. Calculated in accordance with methodology and data improvements and updated carbon emission factors, and so the 2023 value differs from the value disclosed in the 2023 ESG Databook.

47. 2022 baseline year reporting period = calendar year. Scope includes product packaging and some devices, including toothbrushes.

48. Recycle-ready refers to product packaging and devices that are made of materials that are proven to be compatible with existing or emerging recycling infrastructure. In line with the CDP definition of 'technical recyclability' this does not take into account whether the collection, sorting and recycling of the packaging or device happens in practice, at scale, and with reasonable economics. The reported result for this KPI includes all packaging in scope of our reporting, and does not exclude packaging where there is not a recycle-ready solution that meets stringent safety, quality and regulatory requirements for healthcare packaging.

\* KPMG LLP has issued independent limited assurance over the selected data indicated using assurance standards ISAE (UK) 3000 and ISAE 3410. Haleon's reporting criteria are available at [www.haleon.com/our-impact/esg-reporting-hub](http://www.haleon.com/our-impact/esg-reporting-hub).

Goal	Unit	2024 <sup>49</sup>	2023 <sup>49</sup>	2022 <sup>49</sup>
<b>Sourcing trusted ingredients sustainably</b> We aim for all of our key agricultural, forest and marine derived materials used in our ingredients and packaging to be sustainably sourced and deforestation free by 2030 <sup>50</sup>	%	81%	62%	Not reported in 2022
Palm oil derivatives		92%	91%	92%
Paper-based packaging		80%	38% <sup>51</sup>	These materials were not reported in 2022.
Soy derivatives		100%	100%	
Corn/wheat derivatives		79%	77%	
Mint		91%	52%	
Carrageenan		53%	0%	

**Palm oil**

Data point	Unit	2024 <sup>49</sup>	2023 <sup>49</sup>	2022 <sup>49</sup>
Total palm oil volume purchased <sup>52</sup>	Metric tonnes	14,098	15,627	13,913
RSPO mass balance certified	%	92%	80%	73%
ISCC certified	%	0%	11%	19%
RSPO credits from independent smallholders via RSPO PalmTrace	%	8%	9%	8%

49. Annual reporting period is 1 July (in the prior year) - 30 June (in the year stated).

50. Scope includes Haleon's globally managed spend on key materials that are agricultural, forest, or marine-derived. Globally managed spend covers the majority of our internal spend and expands across some of our third-party manufacturing network. This is the first year the KPI is reported as an aggregate measure with all key materials.

51. We have improved our methodology for tracking sustainably sourced paper materials, moving from supplier-declared certified volumes to volumes evidenced as certified per individual purchase. Therefore the 2023 value differs from the value disclosed in the 2023 ESG Databook.

52. Purchased as palm oil or kernel oil-based derivatives and fractions. Relates to percentages of materials bought with Haleon's globally managed spend only.

Energy

Data point <sup>53</sup>	Unit	2024	2023	2022
Total electricity consumed	GWh	325	341	328
Total renewable electricity consumed	GWh	325*	341	328
<b>% Renewable Electricity</b>	%	100%*	100%	100%
Total energy consumed	GWh	719*	697	681
Total energy consumed: purchased heating and cooling	GWh	40	41	42
Total renewable energy consumed	GWh	359*	371	359
<b>% Renewable Energy</b>	%	50%*	53%	53%
Energy intensity	MWh per million GBP of revenue	64	62	63
% change in total energy consumed vs 2020	%	5%	2%	0%

53. 2024 reporting period = 1 December 2023 to 30 November 2024. 2023 Reporting period = 1 December 2022 to 30 November 2023. 2022 reporting period = calendar year.

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Scope 1 and 2 carbon emissions

Data point <sup>54</sup>	Unit	2024	2023	2022
On-site fuel use	thousands of tonnes CO <sub>2</sub> e	63	56	55
Emissions from fleet	thousands of tonnes CO <sub>2</sub> e	1	1	0
Refrigerant gas losses	thousands of tonnes CO <sub>2</sub> e	4	3	1
Total scope 1 GHG Emissions	thousands of tonnes CO <sub>2</sub> e	68*	60	56
Purchased heating and cooling	thousands of tonnes CO <sub>2</sub> e	7	7	7
Total scope 2 GHG emissions - market-based	thousands of tonnes CO <sub>2</sub> e	7*	7	7
Total Scope 2 GHG emissions - location-based	thousands of tonnes CO <sub>2</sub> e	124*	142	140
Total Scope 1&2 GHG emissions (location-based)	thousands of tonnes CO <sub>2</sub> e	192*	202	196
Total Scope 1&2 GHG emissions (market-based)	thousands of tonnes CO <sub>2</sub> e	75*	67	63
GHG emissions intensity (location-based)	tonnes of CO <sub>2</sub> e per million GBP of revenue	17*	18	18
GHG emissions intensity (market-based)	tonnes of CO <sub>2</sub> e per million GBP of revenue	7	6	6
<b>Total Net Scope 1 &amp; 2 emissions (market-based)<sup>55</sup></b>	<b>thousands of tonnes CO<sub>2</sub>e</b>	<b>48*</b>	<b>50</b>	<b>54</b>
Total Emissions Offset	thousands of tonnes CO <sub>2</sub> e	27*	17	9
<b>% Reduction in Net (market-based) Scope 1&amp;2 emissions<sup>55</sup></b>	<b>%</b>	<b>-50%*</b>	<b>-48%</b>	<b>-44%</b>

54. 2024 reporting period = 1 December 2023 to 30 November 2024. 2023 Reporting period = 1 December 2022 to 30 November 2023. 2022 reporting period = calendar year.

55. This calculation takes carbon emissions offset in the reporting period into account.

\* KPMG LLP has issued independent limited assurance over the selected data indicated using assurance standards ISAE (UK) 3000 and ISAE 3410. Haleon's reporting criteria are available at [www.haleon.com/our-impact/esg-reporting-hub](http://www.haleon.com/our-impact/esg-reporting-hub).

Scope 3 carbon emissions

Data point <sup>56</sup>	Unit	2024	2023	2022	Notes
Purchased goods and services	thousands of tonnes CO <sub>2</sub> e	1,498	1,609	1,587	
Capital goods	thousands of tonnes CO <sub>2</sub> e	20	23	18	
Fuel and energy-related activities	thousands of tonnes CO <sub>2</sub> e	48	51	48	
Transportation and distribution (upstream)	thousands of tonnes CO <sub>2</sub> e	382	425	495	
Waste generated in operations	thousands of tonnes CO <sub>2</sub> e	2	3	2	
Business travel	thousands of tonnes CO <sub>2</sub> e	20	33	12	
Employee commuting	thousands of tonnes CO <sub>2</sub> e	44	47	44	
Leased assets (upstream)	thousands of tonnes CO <sub>2</sub> e	19	27	37	
Transportation and distribution (downstream)	thousands of tonnes CO <sub>2</sub> e	10	10	10	
Processing of sold products	thousands of tonnes CO <sub>2</sub> e	-	-	-	Not applicable
Use of sold products	thousands of tonnes CO <sub>2</sub> e	426	408	407	
End of life	thousands of tonnes CO <sub>2</sub> e	47	51	44	
Leased assets (downstream)	thousands of tonnes CO <sub>2</sub> e	-	-	-	Not applicable
Franchises	thousands of tonnes CO <sub>2</sub> e	-	-	-	Not applicable
Investments	thousands of tonnes CO <sub>2</sub> e	14	10	8	
<b>Total Scope 3 emissions</b>	thousands of tonnes CO <sub>2</sub> e	<b>2,529</b>	<b>2,697</b>	<b>2,712</b>	

56. 2024 reporting period = 1 July 2023 to 30 June 2024. 2023 reporting period = 1 July 2022 to 30 June 2023. 2022 reporting period = calendar year. 2022 and 2023 data has been calculated in accordance with methodology and data improvements and updated carbon emission factors, and so values differ from those previously reported in the 2023 ESG Databook.

Ozone depleting substances

Data point <sup>57</sup>	Unit	2024	2023	2022
ODP Inventory of CFC and HCFC in Equipment	kg of CFC11e	0.01	0.06	0.11
ODP Calculated Releases of CFC11 equivalent	kg of CFC11e	0.00	0.00	0.00

Air quality emissions

Data point <sup>58</sup>	Unit	2024	2023	2022
<b>Location-based</b>				
No <sub>x</sub>	metric tonnes	245	247	235
SO <sub>2</sub>	metric tonnes	388	407	392
CO	metric tonnes	85	85	82
PM10	metric tonnes	40	44	43
PM2.5	metric tonnes	33	36	35
BC	metric tonnes	10	11	10
NM VOC <sub>s</sub>	metric tonnes	6	6	6
NH3	metric tonnes	3	4	4
<b>Market-based</b>				
No <sub>x</sub>	metric tonnes	119	112	109
SO <sub>2</sub>	metric tonnes	5	6	6
CO	metric tonnes	56	54	52
PM10	metric tonnes	16	18	19
PM2.5	metric tonnes	14	15	16
BC	metric tonnes	0	1	1
NM VOC <sub>s</sub>	metric tonnes	4	4	0
NH3	metric tonnes	3	4	4

57. 2024 reporting period = 1 December 2023 to 30 November 2024. 2023 Reporting period = 1 December 2022 to 30 November 2023. 2022 reporting periods = calendar year.

58. 2024 reporting period = 1 July 2023 to 30 June 2024. 2023 reporting period has been restated to calendar year rather than 1 July 2023 to 30 June 2023 as reported in the 2023 ESG Databook. 2022 reporting period = calendar year.

**Materials used to manufacture products**

The below table includes all materials and packaging used to manufacture products at sites under Haleon’s operational control. It also includes extrapolated figures to estimate the total amount of materials and packaging used both at sites under Haleon’s operational control and at third-party manufacturing sites, combined.

Data point <sup>59</sup>	Unit	Sites under Haleon’s operational control			Sites under Haleon’s operational control & third-party manufacturing sites combined			Notes
		2024	2023	2022	2024	2023	2022	
<b>Total weight of materials used to manufacture products</b>	thousand tonnes	281	291	279	459	476	457	Includes all raw materials and packaging purchased e.g., pallets and shrink wrap
<b>Raw materials</b>	thousand tonnes	193	200	192	316	326	314	
<b>Process materials</b>	thousand tonnes		-					Not applicable
<b>Packaging materials</b>	thousand tonnes	88	91	87	143	149	143	Includes packaging and devices in scope for reporting against sustainable packaging goals
Packaging materials: paper	thousand tonnes	46	48	46	75	79	75	
Packaging materials: glass	thousand tonnes	4	4	4	6	6	6	
Packaging materials: metal	thousand tonnes	0.2	0.2	0.2	0.3	0.3	0.3	
Packaging materials: plastic	thousand tonnes	38	39	38	62	64	62	

59. 2024 reporting period = 1 July 2023 to 30 June 2024. 2023 reporting period = 1 July 2022 to 30 June 2023. 2022 reporting period = calendar year.

Water

Data point <sup>60</sup>	Unit	2024	2023	2022
Wastewater discharge to land	million m <sup>3</sup>	0	0	0
Wastewater to municipal sewer	million m <sup>3</sup>	1.2	1.4	1.3
Wastewater to surface water	million m <sup>3</sup>	0.1	0.1	0.2
<b>Total Wastewater Out</b>	million m <sup>3</sup>	1.3	1.5	1.5
Water in from groundwater	million m <sup>3</sup>	0.5	0.5	0.5
Water in from municipal sources	million m <sup>3</sup>	1.3	1.6	1.7
Water in from rainwater	million m <sup>3</sup>	0	0	0
Water in from tankers	million m <sup>3</sup>	0	0	0
<b>Total Water Withdrawal</b>	million m <sup>3</sup>	1.8	2.2	2.3
Water in from recycled sources	million m <sup>3</sup>	0	0	0

<sup>60</sup> 2024 reporting period = 1 January 2024 to 31 December 2024. 2023 reporting period = 1 January 2023 to 31 December 2023. 2022 reporting period = 1 January 2022 to 31 December 2022.

**Waste**

Waste is generated throughout our value chain, including during product manufacturing. At Haleon, we are committed to circular economy principles and are implementing the TRUE (Total Resource Use and Efficiency) certification system to maximise reuse, recycling and reduction of waste. We comply with all relevant waste laws and regulations - including those governing hazardous waste disposal- to protect the environment and meet local permit requirements.

<b>Data point<sup>60</sup></b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Total waste generated</b>	thousand tonnes	31.7	36.7	33.8
Total hazardous waste	thousand tonnes	6.7	7.5	7.2
Total non-hazardous waste	thousand tonnes	24.9	29.1	26.6
<b>Total waste to landfill<sup>61</sup></b>	thousand tonnes	0.05	0.2	0.06
<b>Total waste recycled</b>	thousand tonnes	19.5	19.2	17.7
<b>Total waste disposed</b>	thousand tonnes	12.2	17.5	16.2
Waste incinerated with energy recovery	thousand tonnes	10.5	15.2	14
Waste incinerated without energy recovery	thousand tonnes	0.7	1	1.1
Waste disposed otherwise (not incinerated / not sent to landfill) <sup>62</sup>	thousand tonnes	0.9	1.1	1

61. Waste we are legally obligated to send to landfill is excluded from this figure.

62. Waste disposed otherwise includes permanent storage of waste and waste sent for specialist treatment prior to waste water treatment plant.