

## Strategic Report of the Board of Directors for the year ended 31 March 2021

### Equality and diversity

Our commitment to diversity and inclusion is defined in Guinness' Group-wide Diversity and Inclusion (D&I) Strategy. In 2020/21 we further broadened our D&I commitment through the publication of our Anti-Racism Statement which is supported by a detailed Action Plan. Specific actions for Guinness Property will focus on ensuring that at least 20% BAME representation for apprentices by 2025 (to reflect the communities we serve) and ensuring that our Supply Chain evidence a demonstrable commitment to race equality.

We are committed to creating an inclusive work environment and culture where our employees can achieve their full potential - and in so doing, help us realise our vision to improve peoples' lives. Our workforce is diverse and we provide equal opportunities for all our employees. Our ability to do this relies on openness and our commitment to hold ourselves to account. Guinness Property has a mean gender pay gap as at April 2020 of 14.9% (in favour of males). This is reflective of the distribution of men and women throughout the Company based on job roles (the majority of women are employed in lower paid jobs). Women are under-represented in Guinness Property, as they are across the repairs and construction sectors. Specific action is being taken to address this in Guinness Property through promotion and initiatives which are aimed at getting more women involved in maintenance. Guinness Property has processes in place to ensure its approach to pay and reward is consistent and fair, including clear and transparent job family and pay frameworks covering all roles and employees and a robust approach to job evaluation.

Guinness Property commits to:

- a) Giving full and fair consideration of applications for employment made by disabled persons, having regard to their particular attitudes and abilities;
- b) Continuing the employment of and arranging training for employees who have become disabled while employed; and
- c) The training, career development and promotion of disabled persons.

### Understanding our environmental impact

Guinness Property is committed to understanding and reducing the environmental impact of its business activity. The two main areas that result in emissions of carbon are van usage and utilities within offices. Guinness Property has reviewed the potential to deliver services through electric vehicles. A pilot of nine electric vehicles commenced in the last quarter of the year, this pilot included installing charging points at operatives' homes. We will take the information from both the vehicles and charge points to review usage and highlight other areas where electric vans are suitable for use. This will be the beginning of the strategy to transition to sustainably fuelled vehicles across the entire fleet. Reductions in carbon-dioxide emissions have been achieved during the year through the deployment of more efficient vehicles and reduced office usage. Carbon dioxide emissions for the past two years are set out below:

<b>Vans</b>	<b>2021</b>	<b>2021</b>
Litreage	741,256	741,135
CO2 KG	1,850,188	1,891,521
CO2 Tonnes	1,850	1,892
<b>Building</b>	<b>2021</b>	<b>2021</b>
*kWh Usage	225,450	297,292
kg CO2e	52,179	68,091
kg CO2	51,753	67,533
CO2 Tonnes	52	68