

Positive Impact and Sustainability Report

2021-2022



This is the Guardian's second positive impact and sustainability report, outlining how the Guardian's purpose runs through our operations. As one of the world's most trusted news organisations, we aim for every aspect of our business to live up to the high standards set by Guardian journalism. We certified as a B Corp in 2019 and in doing so, committed ourselves to being transparent about our progress.

This report includes our greenhouse gas emissions data for our last two financial years (from April 2020 to March 2022), the actions we are taking to improve our environmental sustainability, and an overview of steps we are taking to improve our working environment for employees.

More detail on our approach to diversity and inclusion, and the most recent data on our gender and ethnicity pay gaps, can be found in our [equality report](#).

You can read more about the journalism that we produced over the last year, and the impact it has had, in our [annual year in review](#).



Introduction



The deep connection we have with readers has enabled us to develop a growing network of supporters who contribute financially to the Guardian and they rightly expect that our commercial operations uphold the same standards as we do in our journalism. Our second positive impact and sustainability report takes a detailed look at how we are working to reduce our carbon impact as well as outlining the proactive steps we are taking to enhance our business operations.

Our sustainability target is to achieve an absolute reduction of two thirds of greenhouse gas emissions from our operations and supply chain by 2030. I'm pleased to say that we are

currently well on track to achieve our goal. Although emissions rose slightly in 2022 following a return to business as usual post covid, our greenhouse gas emissions have reduced by 30% in the last two years. Like many businesses, we continue to face volatility in some key areas of our supply chain, caused by materials shortages and high energy prices, but we believe most of these reduced emissions have been permanently eliminated.

We are still in the early stages of our journey and alongside taking steps to make these reductions we have also looked carefully at the foundations we need in place to stay on course. This includes enhancing the way we measure our emissions to give a more comprehensive view of where we stand today and the impact of our actions. We've also spent time identifying where we can control outcomes and

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Chief executive officer
The Guardian

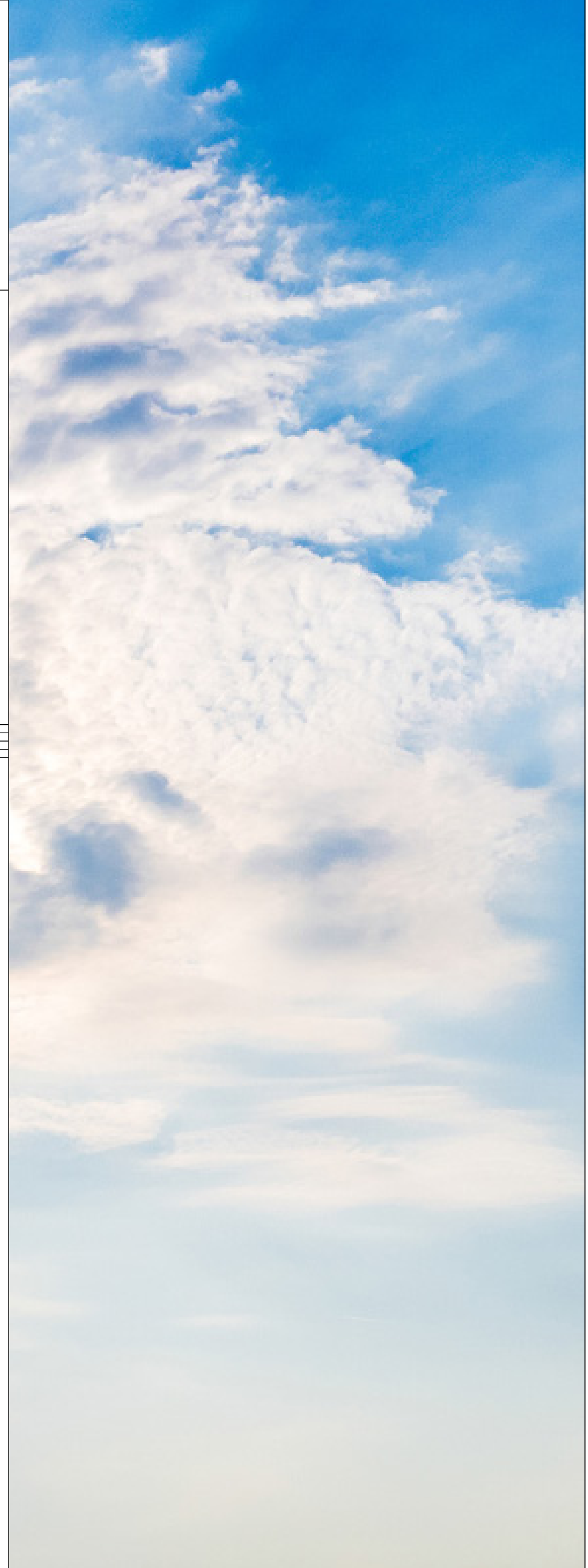


where we are more reliant on others for a sharper sense of our progress as well as any potential risks to our targets.

The report also outlines the steps we have taken to make a positive impact for staff, readers and the wider community, including how we've continued to adapt our operations in response to the pandemic and take steps to build a more open and inclusive Guardian.

Our certification as a B Corporation holds us to account transparently and gives us a framework to evaluate our progress. We are currently in the process of renewing our certification and expect to have our updated score confirmed in 2023.

As ever, we are grateful to the commitment of our staff and the support of our readers and commercial partners.



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- 3 Impact on our readers
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1 | Environmental sustainability



In 2020 we set a target of eliminating two thirds of greenhouse gas emissions from our own operations and our supply chain between 2020 and 2030, as outlined in our [climate pledge](#). Our target is for an absolute reduction in emissions, not including any offsets.

We are pleased to report that in our 2021/22 financial year our emissions were 30% lower than our 2019/20 baseline year (23,907 tonnes CO2e, down from 33,919), representing a really strong start towards achieving our target. The experience of the covid pandemic meant that the last two years have been anything but 'normal' but we feel confident that most of these reduced emissions have been permanently eliminated from our operations.

Over the past few years we have laid the foundations necessary to make further progress against our goal. This includes refining the quality of our emissions measurement, expanding its scope to

include more of our supply chain, examining the drivers of emissions in each part of the business and identifying ways to reduce them.

While we are pleased with progress so far, we acknowledge that we are still learning about the full extent of our impact and how to address it. Best practice standards for what is considered within an organisation's control, how to measure emissions, and how to address greenhouse gas emissions are all evolving. We will continue to adapt our approach over time and reflect current best practice.

Some examples of changes we have already made to the scope of our measurement include adding estimates of emissions resulting from our staff working from home and from our audience listening to Guardian podcasts. We are currently investigating ways to include the impact of our digital advertising supply chain and the biodiversity

impact of our operations. The latter is an emerging area of research that we hope will give us a more detailed understanding of our environmental footprint.

In November 2021 we committed to validating our emissions reduction targets with the Science Based Targets initiative (SBTi), to demonstrate that they are consistent with the reductions required to keep global heating below 1.5 degrees. The validation of our targets was confirmed in May 2023.

***Our target:
To eliminate two thirds
of all emissions from
our entire supply chain
between 2020 and 2030***

Measuring our greenhouse gas emissions

We measure our emissions according to accounting standards defined by the Greenhouse Gas Protocol*. Our audit measures a range of greenhouse gases but is reported in tCO2e - tonnes of carbon dioxide equivalent.

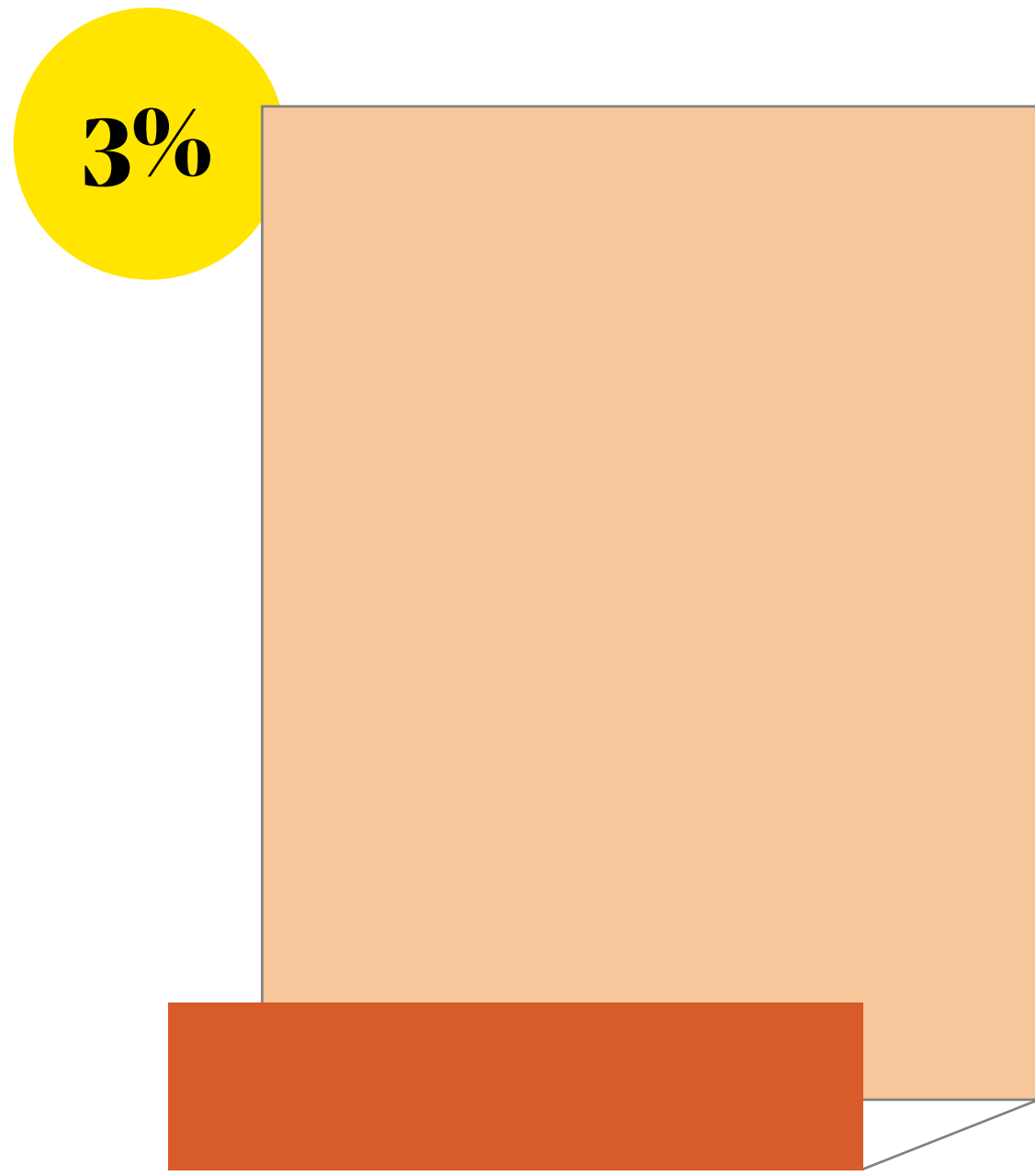
As part of the SBTi validation process we have reviewed our previously published data for 2019/20 (the baseline year for our reduction targets and revised some of the data based on more detailed information and SBTi guidance. This report therefore includes restated figures for 2019/20 and alongside new data for the most recent two years.

Our reporting divides carbon emissions into three scopes.**

We have worked with environmental consultancy Green Element since 2019 on measuring our emissions footprint. In the past we have also worked with academics at the University of Bristol to better understand the impact of our digital operations and products.

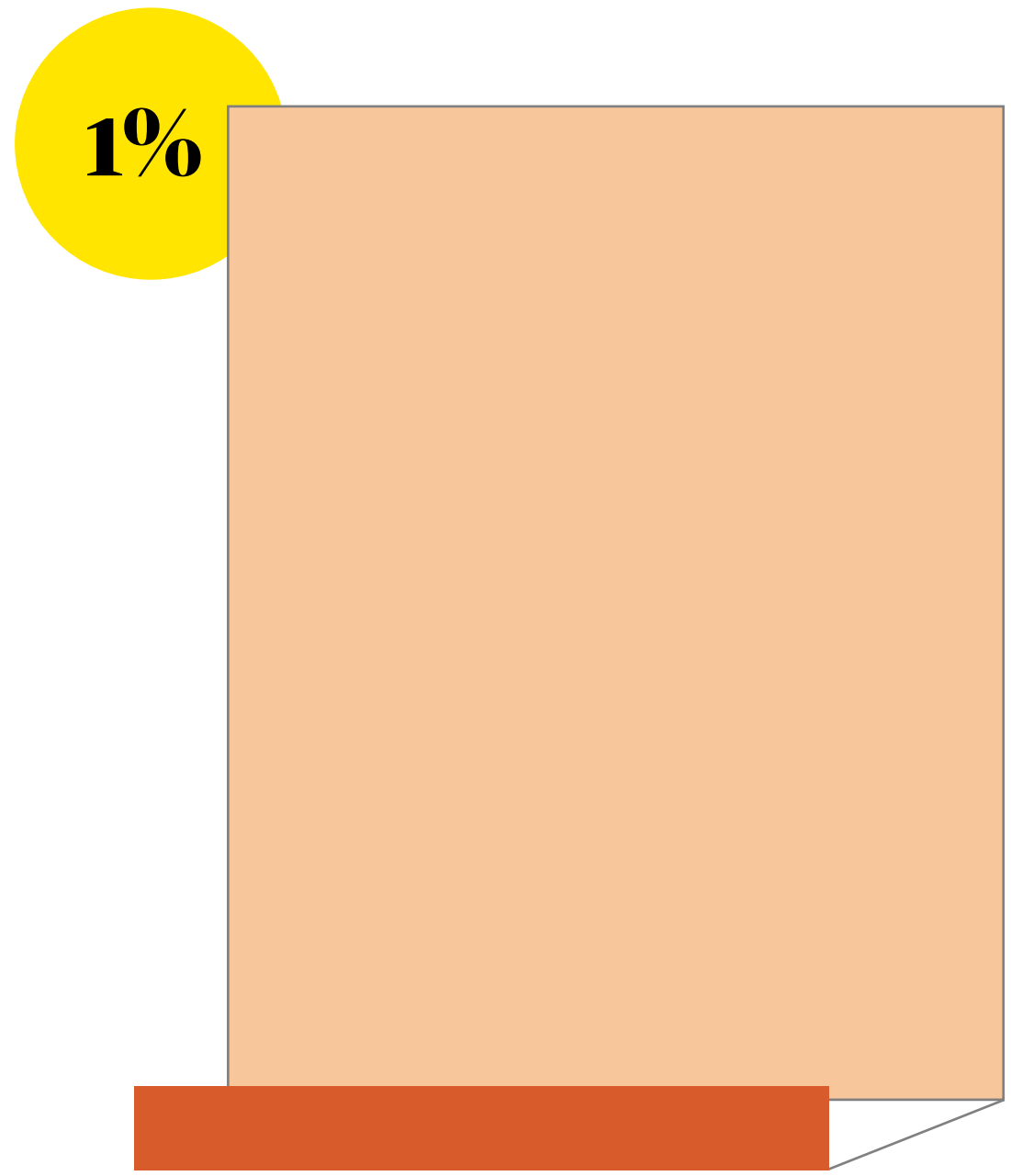
A breakdown of the Scope 3 categories included in our figures can be found in the appendix
* [Greenhouse Gas Protocol \(ghgprotocol.org\)](https://ghgprotocol.org)
**Figures sum to more than 100% due to rounding

Scope 1 Direct energy consumption



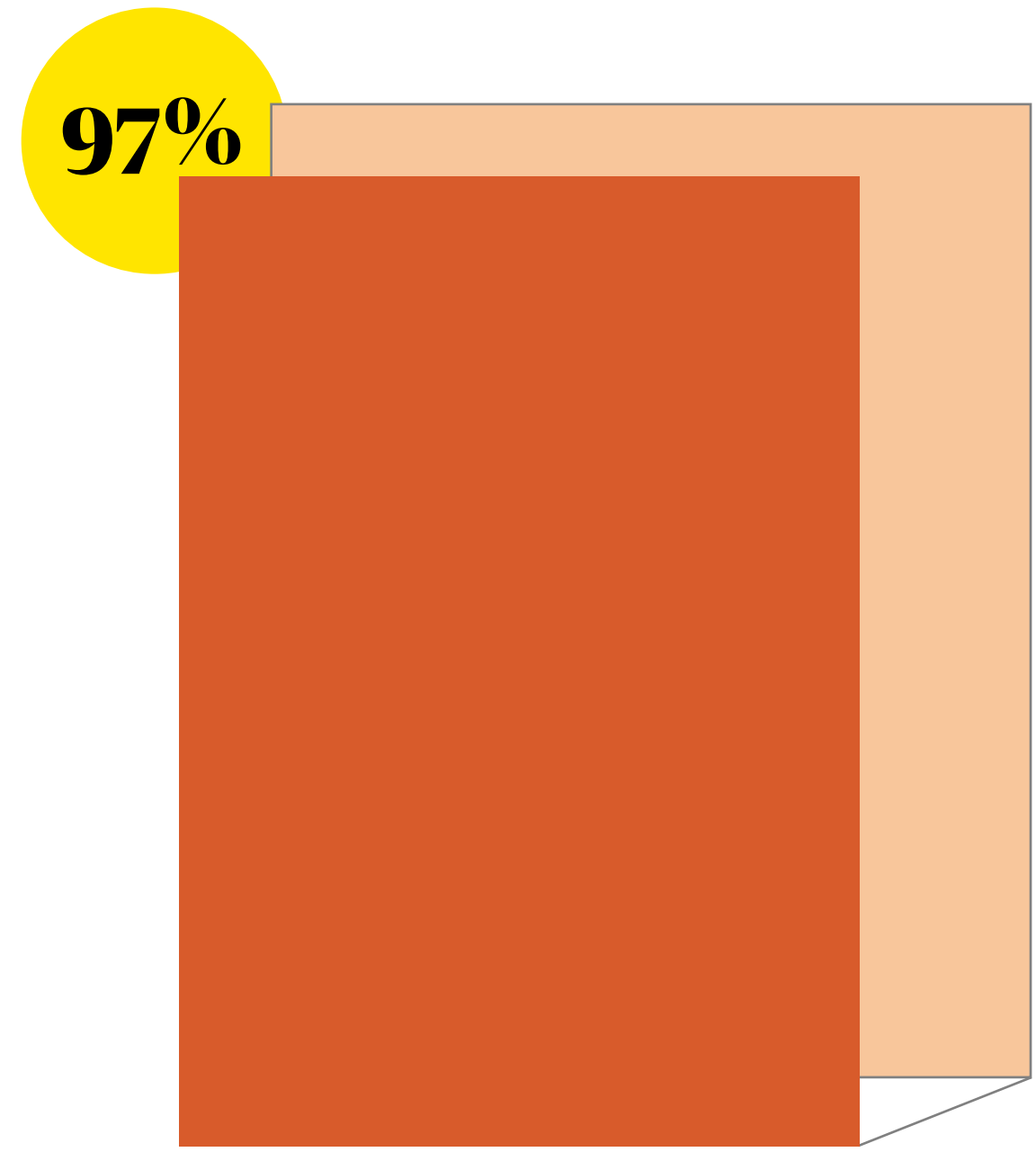
▶ **Direct emissions** from our own facilities; including gas used for heating and estimated refrigerant losses from air conditioning in our offices

Scope 2 Indirect energy



▶ **Indirect emissions** from the generation of purchased electricity used in our own facilities

Scope 3 Supply chain

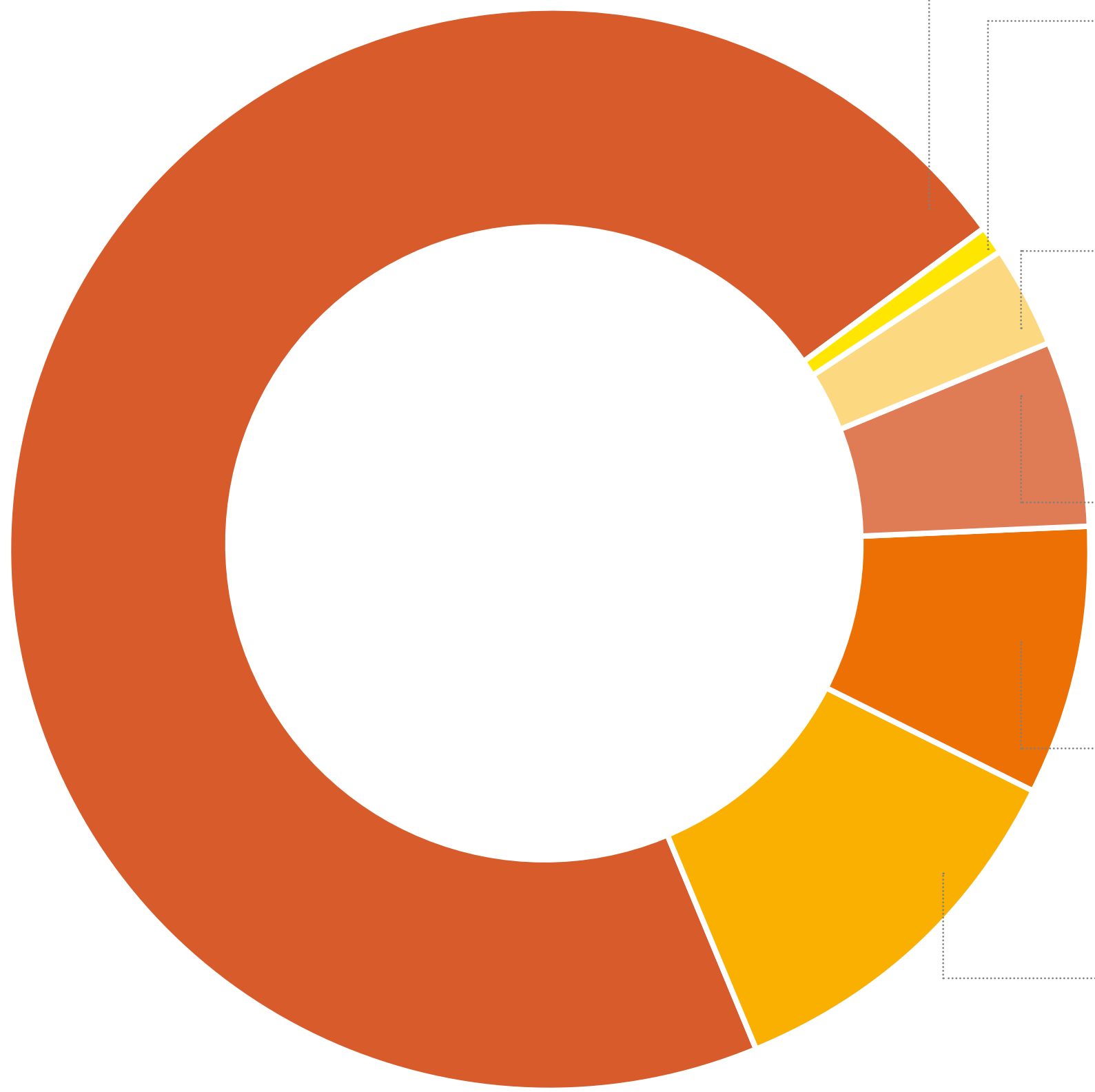


▶ **All indirect emissions** associated that occur in our value chain, both upstream and downstream.

Where our greenhouse gas emissions come from

Greenhouse emissions 2021/22, CO2e

Our print business is the largest contributor to our emissions, followed by our digital products - our website and apps. Pages 8 and 9 give a more detailed breakdown of what is included in each category.



Print business
71%

Employee commuting
1%

Business travel
3%

IT operations
6%

Office operations
8%

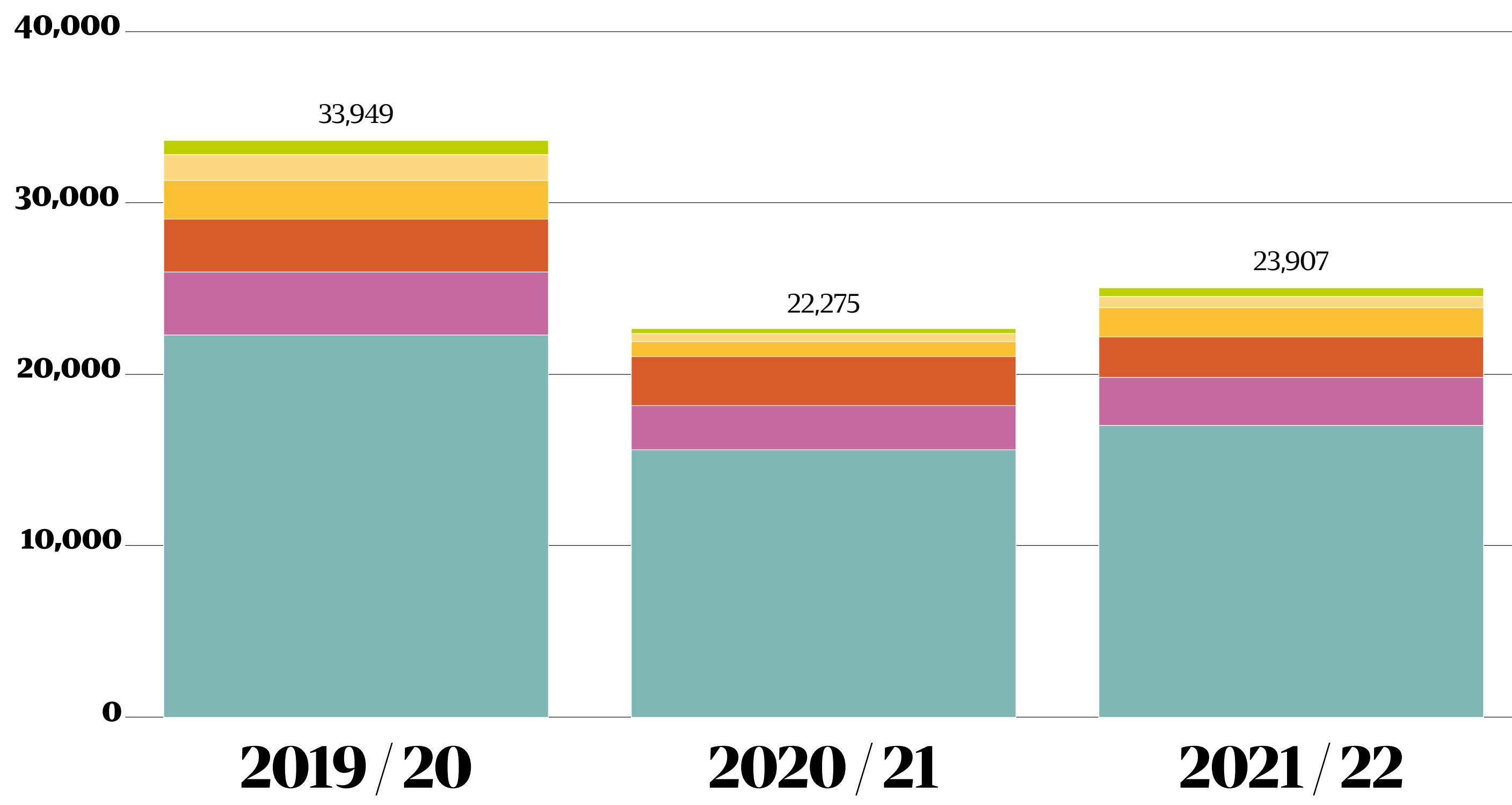
Digital products
11%

Greenhouse gas emissions over the last three years

Greenhouse gas emissions fell by 37% year on year in 2020/21 thanks to improvements in our supply chain but also as a result of the pandemic - for example, business travel was considerably lower and newspaper sales were lower during early lockdowns. In 2021/22 some of these trends reversed and emissions grew by 7% year on year but were still 30% below our 2019/20 baseline year.

- Employee commuting
- Business travel
- IT operations
- Office operations
- Digital products
- Print business

Annual greenhouse gas emissions, CO2e



A closer look at emissions from outside our print business

Employee commuting 235 tonnes of CO2e 1%	Business travel 719 tonnes of CO2e 3%	IT operations 1,338 tonnes of CO2e 6%	Office operations 1,924 tonnes of CO2e 8%	Digital products 2,705 tonnes of CO2e 11%
<p>Partly in response to our experience during the coronavirus pandemic, the majority of our staff are now able to work in a hybrid way, combining time in the office with remote working.</p> <p>We recently undertook a survey of all our staff on their commuting patterns and remote working set up including energy and heating use at home, and use of electronic devices for work, to understand the associated emissions.</p> <p>Commuting emissions increased very slightly year-on-year in 2021/22 as we had periods when more staff travelled to the office, but were still well below pre-pandemic levels. The vast majority of staff use public transport, cycle or walk for their commuter journeys.</p>	<p>Travel will always be a necessity for some elements of our work - on the ground reporting is a critical component of our journalism. We are actively looking at ways to reduce the amount of air travel in particular, and where travel has to take place, how to minimise associated emissions.</p> <p>Due to the travel restrictions imposed by the pandemic, our emissions from business travel decreased by almost 90% between 2019/20 and 2020/21.</p> <p>As restrictions were gradually eased and journalists were able to travel more freely for reporting, our business travel began to increase. Overall, our emissions from this category were still down by 67% in 2021/22 when compared to our baseline year.</p>	<p>We saw a slight decrease in emissions from IT during 2021/22. This is partly due to our switch to a new data centre supplier that uses 100% renewable energy and has a more efficient power usage than our previous provider. We will see the full annual impact of this change in next year's audit results.</p> <p>These improvements were counterbalanced by purchases of IT hardware, which have been relatively high over the past two years as we invested in equipment to support staff to work from home effectively.</p>	<p>Our main headquarters at Kings Place in London already uses 100% renewable energy. The amount of gas used to power heating and cooling systems increased in 2021/22 as we increased the flow of fresh air into the office in response to covid safety protocols. We saw an increase in refrigerant losses in 2020/21 at Kings Place due to some equipment faults but these were resolved, resulting in lower emissions in 2021/22.</p> <p>Emissions from catering dropped significantly in 2020/21 due to far fewer staff working in the office, and were lower again in 2021/22. We have now reopened our London office staff canteen but removed beef completely from the menus.</p>	<p>Energy is consumed by readers' electronic devices as they access our website and apps. Our emissions footprint in this area is largely influenced by the proportion of renewable energy used by national grids. In the countries where we have the biggest online audiences, the proportion of all energy generated by renewables is increasing, meaning that the emissions from readers accessing our content are decreasing, despite our audience being larger now than it was in 2019.</p> <p>This category also includes energy use by servers and other web hosting infrastructure. Our engineering teams work hard to minimise the amount of server capacity we use and to find the most efficient ways of delivering content to our website and apps.</p> <p>Overall, emissions from digital products were down 28% year-on-year in 2021/22.</p>

A closer look at emissions from our print business

Print Business
16,979 tonnes of CO2e | **71%**

Paper
Energy is required for the pulping and production of newspaper-grade paper. Over the past two years we made a lot of changes to the paper we buy in response to changes in our print products and volatility in the supply chain. In our most recent year we saw emissions from paper go up significantly - by 58% year on year - due to a combination of higher volumes of paper printed and use of higher paper grade (a measure of paper thickness) for part of the year. However, emissions from paper were still down by 25% compared with 2019/20.

Printing
This includes the inks and printing plates used in the print process, and the energy used at print sites. All of our UK daily newspapers are now printed at sites using 100% renewable energy. Printing emissions were up by 13% in 2021/22 due to higher volumes being printed, but are down by 18% since 2019/20.

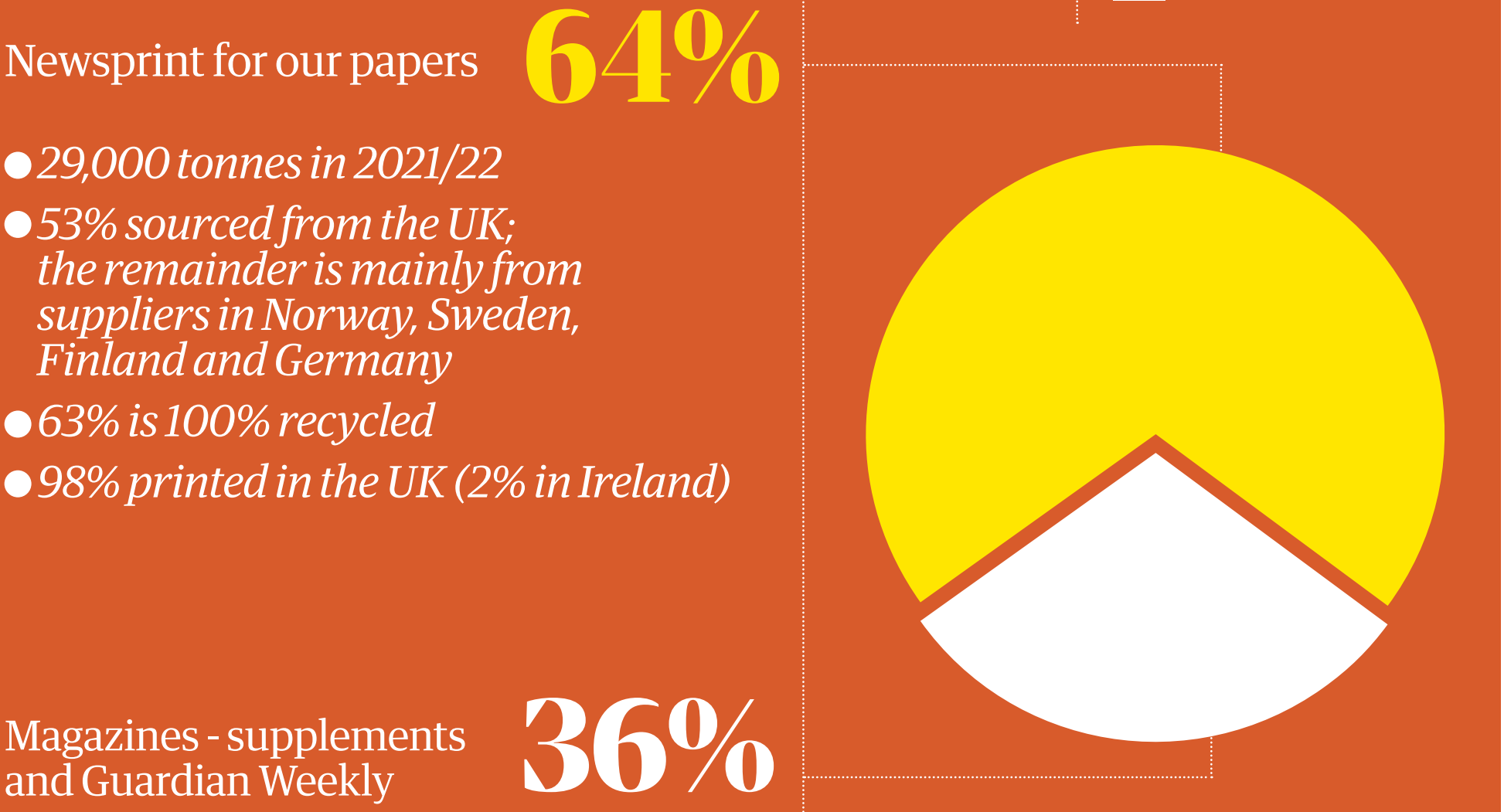
Distribution
We rely on a wide network of distributors and modes of transport to get raw materials from paper mills to print sites, printed newspapers from printers to wholesale distribution points, and from there to local retailers. Emissions from distribution were largely flat last year, despite higher volumes papers being transported, indicating that distribution was more efficient.

A look at how the Guardian sources and uses paper

While we are more digital than at any point in our history, print is still very important to us and many of our readers. We use around 25,000 tonnes of paper a year for our newspapers and magazines. Paper has a complicated life cycle and supply chain. While cost is a factor, we also make decisions based on quality as well as carbon footprint and wider environmental impact.

For the past 10 years we have only used paper from recycled fibre or from sustainably managed forests certified by the Forest Stewardship Council (FSC). We continue to look at the carbon footprint of each paper source through our suppliers.

Where our paper comes from today:



Steps we are taking to eliminate two thirds of emissions by 2030

► Paper

Current objectives

- Eliminate all compostable wrapping by 2025; use paper wrapping only where strictly necessary.
- All printing powered by 100% renewable energy by 2025.

Steps we've taken so far

- Removed wrapping from our weekend print products. Since moving away from plastic wrapping for our weekend supplements in January 2019 we have transitioned from compostable wrap made from potato starch to fully recyclable paper wraps to removing wrapping completely for our Saturday publication when we launched our new Saturday magazine in September 2021. This also simplifies the supply chain and therefore reduces emissions from distribution.

Current objectives

- Since 2021, all copies of [Guardian Weekly](#) in the UK are wrapped in paper, which is more easily recyclable by readers than the compostable wrap and is part of the [Woodland Trust's Carbon Capture scheme](#).
- We currently still use compostable wraps for copies of our daily paper delivered through the home delivery service in the London area.
- This year for the first time all of our mainland UK printing of Monday-Sunday copies of the Guardian and Observer are now powered by renewable energy.

► Digital products

Current objectives

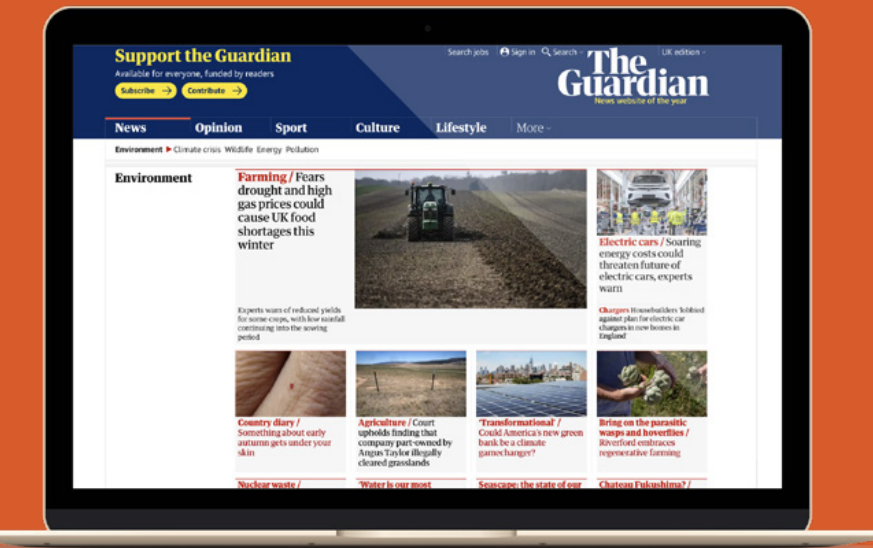
- Improve our measurement of emissions from readers accessing our content.
- Improve our understanding of emissions from web and cloud hosting.
- Start measuring emissions from digital advertising and take steps to reduce them.

Steps we've taken so far

- Expanded the range of countries that we analyse electricity grid mix for - this now covers the markets where 90% of our online audience are located, giving us a more accurate view of emissions driven by readers accessing our digital content.
- Added podcasts to our measurement of emissions from readers accessing our digital content.

Current objectives

- Gathered more granular data from suppliers of web and cloud hosting and external software services.
- Kicked off work to investigate the impact of digital advertising. This is a complex area to measure and no standardised approach currently exists in the market. We have spoken to experts in this field and have begun gathering data from our key suppliers. We expect that approaches to measurement will continue to evolve over the next few years, but we are pleased to be part of growing awareness in the industry of the impact of digital advertising.



Steps we are taking to eliminate two thirds of emissions by 2030

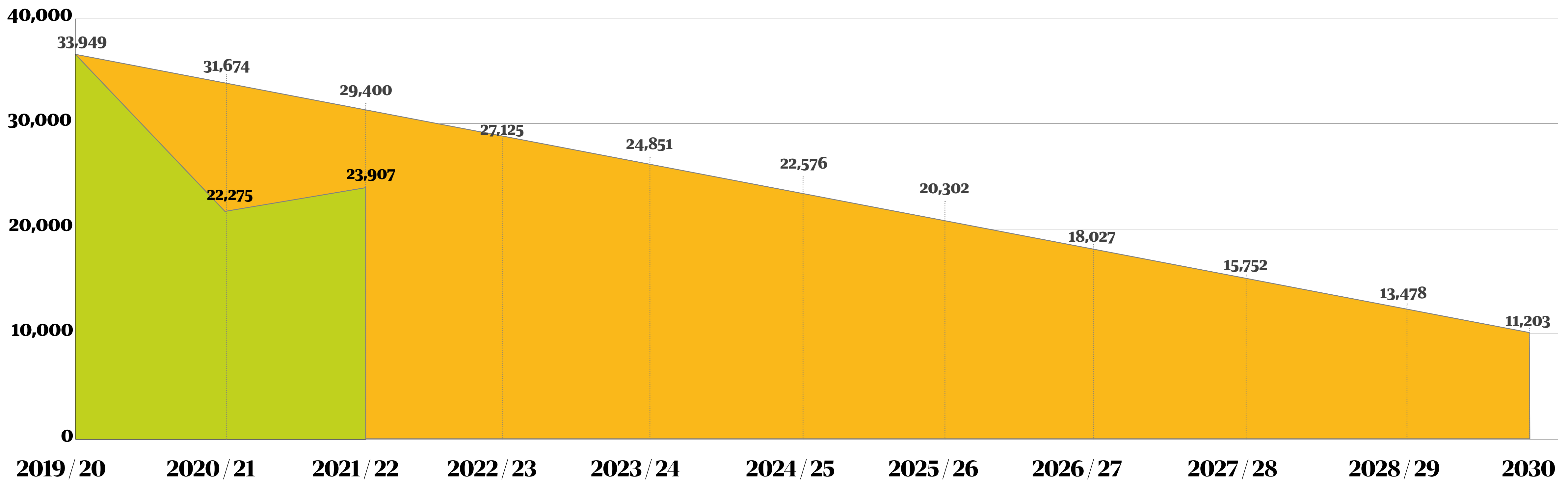
▶ <i>IT</i>	▶ <i>Offices</i>		▶ <i>Business travel</i>
<p>Current objectives</p> <ul style="list-style-type: none"> ● Eliminate emissions from external data centres by 2023. <p>Steps we've taken so far</p> <ul style="list-style-type: none"> ● Switched to a new data centre supplier in early 2022 that uses 100% renewable energy and has a more efficient power usage than our previous provider. 	<p>Current objectives</p> <ul style="list-style-type: none"> ● Improve the energy efficiency of our office buildings. ● Have all global offices powered by 100% renewable energy. ● Reduce emissions intensity from catering. ● Improve our understanding of emissions caused by staff working from home. <p>Steps we've taken so far</p> <ul style="list-style-type: none"> ● Energy efficiency: The landlord at our London headquarters has installed a new building management system (BMS) which should improve the energy efficiency of our UK office. ● Renewable energy: Guardian Australia switched to 100% green power in all offices in September 2022. Guardian Australia also switched to a number of fellow BCorp suppliers, as well as 	<p>Indigenous Australian suppliers with strong sustainability credentials.</p> <ul style="list-style-type: none"> ● Catering: Removed beef from our UK office canteen and revised our menus so that more than half of food options are vegan or vegetarian. ● Working from home: We conducted a global employee survey to understand staff working from home and commuting habits during the past year, including the home energy and heating use. 	<p>Current objectives</p> <ul style="list-style-type: none"> ● Reduce emissions from air travel by 25% by 2025 compared with pre-pandemic levels (2019/20). <p>Steps we've taken so far</p> <ul style="list-style-type: none"> ● Started a review of our travel policy to identify potential ways of reducing total travel and incentivising lower polluting forms of travel. ● Initiated discussions with our travel booking partner about tools that could allow users to compare emissions from flight options in order to make more informed choices. We hope to trial these tools when they are made available - currently planned for 2023.

We are currently tracking ahead of our emissions reduction target

Our emissions in 2021/22 were 30% lower than our 2019/20 baseline year, meaning we are tracking well ahead of our target to reduce emissions by 67% by 2030. However, we still need to eliminate more than 12,000 additional tCO2e over the next 8 years. As scope 1+2 account for only a small proportion of our total emissions, most of these further reductions will need to be achieved through our supply chain.

Annual greenhouse gas emissions, target & actual tCO2e

Our annual emissions compared with our 2030 target
■ 67% reduction target by 2030 ■ Actual emissions



Other steps we are taking to make a positive environmental impact

► Events

Alongside our published journalism, our Guardian Live and Guardian Masterclasses teams host events and courses that provide a way for readers to engage directly with experts on climate, sustainability and activism.

Over the past two years we have hosted some of the leading thinkers including live events with George Monbiot and with young climate activists in the run up to Cop26 and a discussion between Naomi Klein and Elizabeth Wathuti on ways to fight the climate crisis. We also hosted educational masterclasses on the history of our relationship with the environment and understanding the climate crisis.

Since the pandemic, the majority of events are now delivered online, with a small number run in-person or as hybrid events. This has allowed us to reduce the environmental impact of our events programme while significantly increasing the reach of these sessions - we now regularly welcome audiences from across the world.

► Advertising

We are still learning about the environmental impact of digital advertising and how best to address it. One of the main areas we need to address is programmatic advertising - a product built on computerised auctions for digital advertising space, involving a lot of intermediaries. Because it's a complex system, it's difficult to calculate the emissions involved. We are working with others in the industry to agree what metrics we must track across digital advertising, put standards in place and agree how to reduce those emissions, for example by aligning incentives to force the most polluting vendors to adapt their operations.

We are members of Ad Net Zero - an industry-wide initiative by the Advertising Association to help UK advertising respond to the climate crisis by establishing common approaches. We are also engaged with other trade bodies such as IAB Europe on setting standards for programmatic vendors, and working directly with

► Guardian Jobs

agency partners that are developing measurement frameworks.

Our policy of not accepting advertising from fossil fuel companies - announced in 2020 - remains in place. In 2021 we joined an industry working group on 'advertised emissions', looking at the environmental impact of the goods and services promoted through advertising, led by Purpose Disruptors. The group is seeking to develop a methodology for the advertising industry to estimate the size of emissions it contributes to, so that it can then take steps to reduce it.

► Guardian Jobs

Guardian Jobs launched a new commercial offer 'Green Jobs' in 2020 to make it easier for our readers to find and apply for sustainability-focused roles. Between January 2021 and March 2022, over 600 such roles were featured on the Guardian Jobs platform from over 200 client organisations. In 2021 we produced a series of blogs to coincide with the Cop26 conference highlighting potential impacts and opportunities within the recruitment market, based on the commitments and policy announcements made throughout the conference.



Other steps we are taking to make a positive environmental impact

► Partnerships

Covering Climate Now: The Guardian is a lead partner in [Covering Climate Now](#), a global news collaboration of more than 400 news outlets, to boost coverage of solutions to the climate crisis. It provides a range of resources and tools for journalists to boost skills and competence in reporting on the climate crisis, and supports collaboration between publications on climate stories.

We are members of or signatories to:

- [Race To Zero](#) - a global campaign coordinated by the UNFCCC to rally leadership and support from non-state actors - businesses, cities, regions, education and healthcare institutions, and financial investors - for a zero-carbon future. Race To Zero was launched ahead of Cop26 to build momentum around the shift to a decarbonised economy.

- [Business Ambition for 1.5C](#) - a global coalition of UN agencies, business and industry leaders committed to setting emissions reduction targets that are consistent with the scale of change required to keep global heating within 1.5 degrees of pre-industrial levels.
- [Better Business Act](#) - A coalition of more than 1,500 companies calling a change in the UK law to require all companies to align their interests with those of wider society and the environment.

► Awards and recognition

In September 2021, climate research published in [Environmental Research Letters](#) noted Guardian and Observer reporting as '[the best \(most scientifically accurate\) coverage of the climate crisis](#)'. The research analysed 17 sources in newspapers from five countries including the Telegraph, the Times and Sunday Times, the Sydney Morning Herald, The Age, New York Times, USA Today, and Washington Post.

In 2021 and 2022 our environment journalists have won many awards for their individual efforts, and the Guardian has been recognised for the standout quality of some key pieces of reporting. Awards received include:

- 2021**
- Fiona Harvey - 2020 SEAL environmental journalism award (awarded in 2021)
 - George Monbiot - 2021 medal for journalism - Hay Festival

Covering Climate Now Awards | Multimedia: The Sound of Icebergs Melting, Jon Watts

- 2022**
- Hilary Beaumont - 2021 SEAL environmental journalism award (awarded in 2022)
 - Fiona Harvey - 2022 International Society of Environmental Journalists Awards - Outstanding Beat Reporting (Cop26)
 - Covering Climate Now Journalism Awards 2022 | Best Podcast Series: An Impossible Choice, Guardian Australia
 - Covering Climate Now Journalism Awards | Excellence in climate reporting: Jeremy Gwao, Guardian Australia
 - One World Media Award | Environmental Impact: The Return, Guardian Documentaries
 - Fast Company's 2022 World Changing Ideas Awards | Water Category: America's Water Crisis

2 | Our people

We value and respect all differences in all people, seen and unseen, and aspire to an open, supportive and inclusive culture that makes the Guardian a good place to work for everyone. The vast majority of our staff, about 90% of our workforce, are employed in the UK, and we have growing operations in the US and Australia.

Employee voice and engagement

Every year we run a global staff engagement survey inviting open and anonymous feedback on the employee experience working at the Guardian. In our most recent survey from December 2022, 79% of employees responded to the survey, with 90% saying they felt proud to work for the Guardian. While this is a consistently positive response each year we continue to assess what's working well and how we can make further improvements.

We continue to assess what's working well and how we can make further improvements to our hybrid working arrangements working arrangements, and we have focused on providing more opportunities for staff to connect and reconnect with colleagues. For example hosting regular question and answer sessions with senior leaders, opportunities for new staff to meet each other and regular talks led by Guardian journalists.

In response to staff feedback we have placed a greater focus on career development and progression, including greater emphasis on training for people managers on giving feedback and supporting career development.

Employee forums also continue to play an active role in working life. In the UK employee representatives sit on forums focused on specific aspects of working life including diversity and inclusion, remuneration, pensions, health and safety, and general employee experiences. The US and Australia have also established similar groups focused on diversity, equity and inclusion. We also consult extensively with trade unions, both through these forums and directly.

Diversity and inclusion

Our diversity and inclusion strategy takes a holistic view of how we can foster everyday inclusion and build a culture that enables all employees to participate and thrive. This remains a strategic priority across the organisation. Improving the diversity of our organisation will mean we are better equipped to produce meaningful journalism that is better reflective of our diverse audience and community.

In 2022 our Positive Action Scheme in editorial returned after a two year break (as a result of the pandemic) and also celebrated its 20 year anniversary during which time over 250 people have taken part. The scheme provides placements to individuals from Black, Asian and Minority Ethnic (BAME) backgrounds and people with disabilities considering a career in journalism. We also reintroduced our paid [Creative Access internship scheme](#) in the UK which provides roles in commercial departments for groups under-represented in the creative industries.

We have clear plans in place to help us work towards our diversity and inclusion goals in each of our office locations - the UK, US and Australia. This includes race action plans in the UK and US, and cultural diversity plans in Australia, as well as mentoring schemes and training for all employees, including on anti-racism. More details about our commitments across our regions follows.

Gender and ethnicity pay gaps

We are committed to reducing gender and ethnicity pay gaps across the organisation, and are working at a country level to report and take action on pay equality. In the UK, we published our most recent [equality report](#) including gender pay gap data in September 2022. In the US, we share transparent gender pay data with our staff on an annual basis, and in Australia we submit an annual report to the Workplace Gender Equality Agency (WGEA). More details about our commitment across our regions follows.



2 | Our people

Employee benefits

As part of our ongoing commitment to staff we regularly assess and evaluate our employment policies to ensure they remain comprehensive and competitive. Following staff feedback and a comprehensive review we introduced enhancements to our UK policies, with a particular emphasis on further support for women and parents in the workplace, extending maternity and paternity leave and introducing new baby loss and menopause policies.

Disability

This year in the UK we embarked on an audit to measure and improve on disability inclusion, working closely with the Business Disability Forum. While it is still early days, the first phase of the audit has already given us a real and practical sense of what's working and where we need to improve accessibility for our disabled employees, but also for our readers. Our positive action scheme also provides opportunities for disabled people with an interest in journalism with paid internship opportunities.

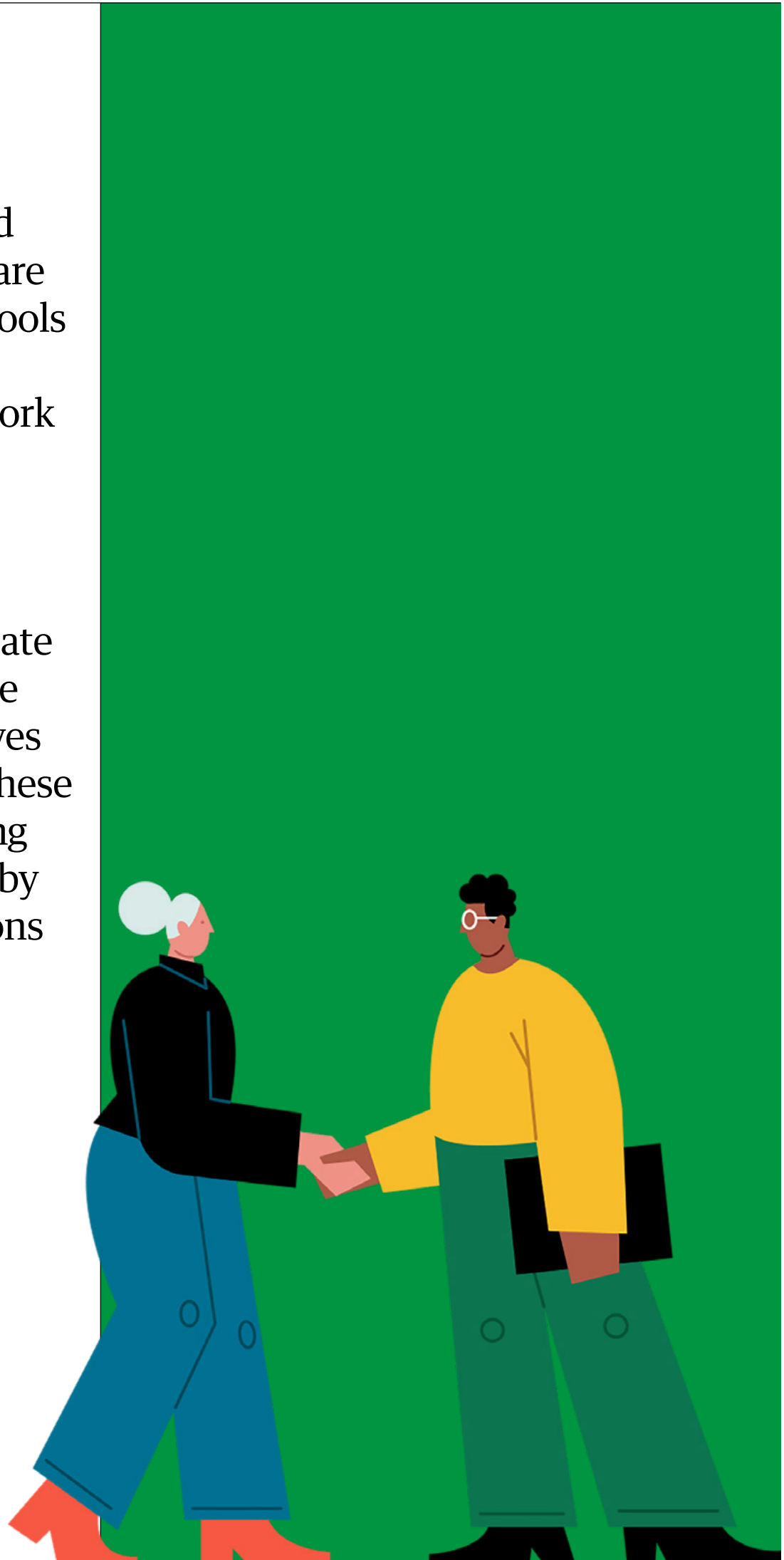
Mental health

Following an extended period of remote working, employee support, particularly around mental health, has been enhanced. Our employee assistance programme now provides access to an online GP (24/7), mental health support and wellbeing tools. In May 2022 we marked mental health awareness week with a series of events and talks, and we continue to offer support through our internal health and wellbeing hub, workshops on mental health, and free physical exercise classes.

Leadership capability

This year we have continued to invest in building leadership skills and capabilities through structured development programmes. These are focussed on providing leadership tools and techniques to help our leaders meet the demands of a changing work environment and to support their personal development.

To support our commitment to create a more inclusive workplace we have designed practical training initiatives to support our people managers. These include inclusive hiring and creating everyday inclusion for their teams by having more confident conversations about diversity and inclusion.



Our UK, USA and Australia gender pay action plan

► Guardian UK

When we published our first gender pay gap report in March 2018 we committed to reducing the gender pay gap at GNM every year and achieving a 50:50 gender balance in the top half of the organisation.

We are now four years into our five year gender pay action plan. We launched a number of initiatives to reduce the pay gap and help women advance in their careers; these mentorship schemes, improved recruitment practices, and most recently, a partnership with Tech Returners to help bring diverse talent into engineering roles.

Progress so far:

- Since our first report the proportion of women in the organisation has risen to 48%, up from 44% in 2017 and women now make up 43% of the top paid half compared to 36% in 2017.
- The median pay gap stands at 9% (12.1% in 2017) and the mean at 8.6% (11.3% 2017).
- In the year to April 2022 48% of those promoted were women

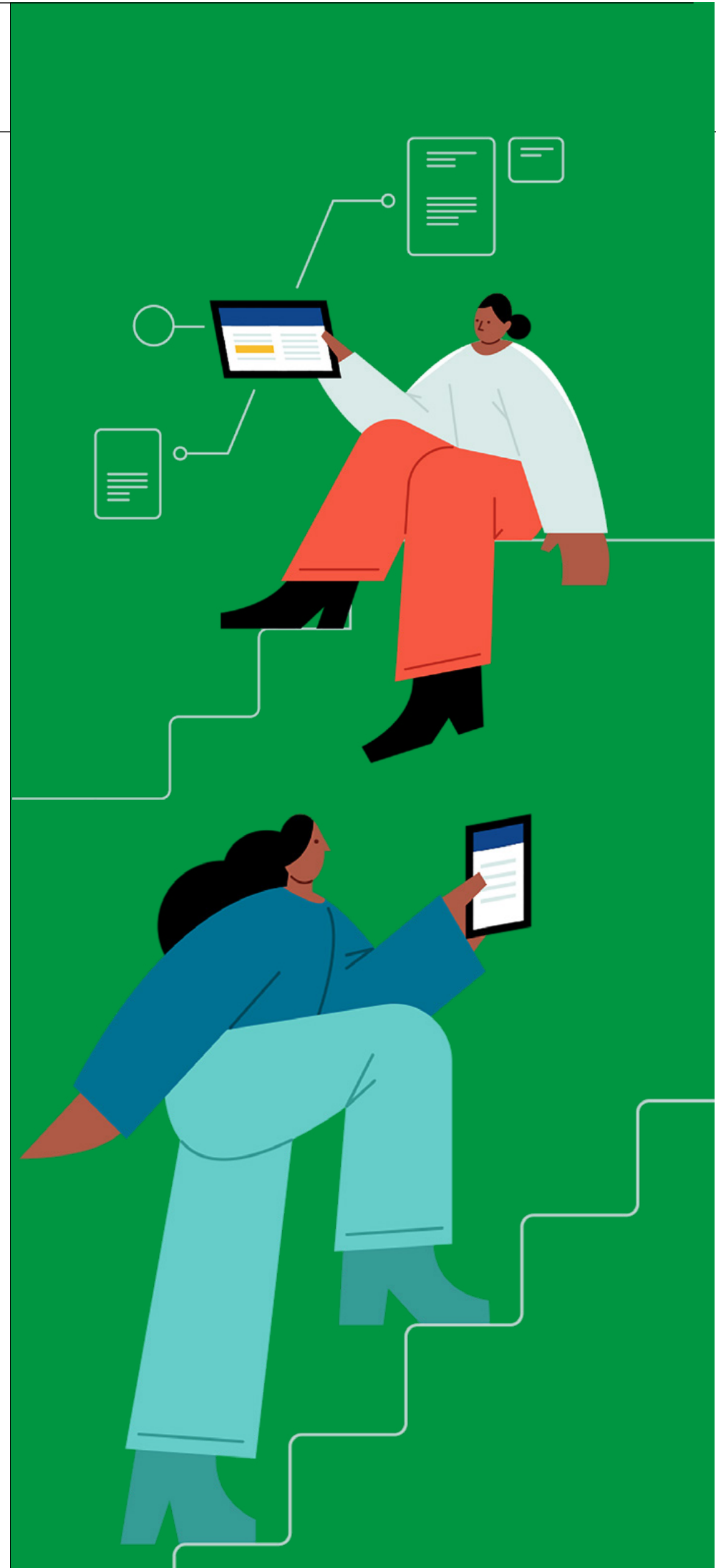
► Guardian US

As part of our ongoing diversity, equity and inclusion (DEI) commitments, Guardian US conducts an annual gender pay gap and equal pay review.

The report, which is shared with staff during our yearly diversity, equity and inclusion staff update, provides a high-level summary of gender representation across the organisation and across pay quartiles, offering transparency around our business practices and holding us accountable for progress.

Progress so far:

- As of July 2022, women constitute 61% of our team compared with 59% the previous year.
- Commitment to narrowing the gender pay gap on the editorial team.
- Hired diversity consultant to help the editorial team broaden the gender diversity of its applicant pool.
- Commitment to looking at mentoring and development opportunities for women to increase representation in the upper pay quartiles.



Our UK, USA and Australia gender pay action plan

► *Guardian Australia*

In accordance with the requirements of the Workplace Gender Equality Act 2012, Guardian Australia submits an annual report to the Workplace Gender Equality Agency (WGEA). These reports are housed publically on the WGEA site and shared with staff on our employee site and our local union. These reports provide high level overviews of gender representation across the organisation and detail the different policies we have in place to support gender equality, but they do not provide gender pay gap figures. This is something that Guardian Australia will be doing as part of their reporting in 2023.

Progress so far:

- Yearly reporting in accordance with the Workplace Gender Equality Act 2012
- Commitment to submit a report based on salary data in 2023.



Our UK, USA and Australia race action plans

▶ <i>Guardian UK</i>		▶ <i>Guardian US</i>		
<p>We published our second ethnicity pay gap report in September 2022.</p> <p>Our goal is to achieve 20% ethnic minority representation throughout the organisation and across our top two pay quartiles within the next five years, reducing our ethnicity pay gap every year as we work towards this longer term target. We will achieve this by supporting the progression of our existing employees, and taking every opportunity to attract diverse talent into all levels of the organisation.</p>	<p>Progress so far:</p> <ul style="list-style-type: none"> ● The median fell by 5.7 percentage points to 10.8%. While the mean rose slightly to 8.5% (7.8% 2021), this figure is significantly lower than in 2019 (14.1%). ● We have relaunched our Positive Action scheme which provides 24 two week work experience placements across our editorial departments. The scheme is now in its 20th year. ● Twelve internship opportunities, targeted at black, Asian and minority ethnic students or from lower socio-economic groups are available in our commercial departments through a partnership with Creative Access. 	<p>We work hard to embed and prioritise diversity, equity and inclusion (DEI) throughout our journalism, systems, operations and culture. To further this goal, Guardian US conducts an annual ethnicity pay gap and equal pay review which helps us understand representation at different levels of the organisation, allowing us to work towards having a more diverse, inclusive, skilled and representative staff. Results are shared with staff annually.</p>	<p>Progress so far:</p> <ul style="list-style-type: none"> ● As of July 2022, we have improved racial diversity across all earning quartiles, striving to ensure no group is over or underrepresented in any quartile. ● We continue to close the pay gap and increase diversity representation in the mid and upper earning quartiles. The overall average ethnicity pay gap has dropped from 18.9% to 12.4%. ● In 2022, we hired a diversity consultant to help the editorial team broaden the racial diversity of its applicant pool. ● Overall racial diversity has increased: people of colour (POC) staff constitute 41% of our team, compared with 38% last year. ● The number of POC in management positions has increased for both editorial and commercial teams. 	<ul style="list-style-type: none"> ● To ensure transparency, we have created a formal staff document that details the parameters governing all hiring decisions. ● We have added diversity goals to the annual departmental performance review process (PDR) for managers across the organization and for employees on the editorial side.

Our UK, USA and Australia race action plans

► Guardian Australia

We have made a commitment to a journey of reconciliation at Guardian Australia. We have launched two plans in response to this commitment - a cultural and linguistic diversity (CALD) action plan (launched in October 2021) and our Reconciliation Action Plan (launched in April 2022). There are distinct issues at play for each of these groups and Guardian Australia has made distinct commitments to each of them.

Progress so far:

- A public commitment to a journey of reconciliation through the launch of a [Reflect Rap](#) in April 2022.
- The development of two cultural diversity working groups - the cultural and linguistic diversity (CALD) committee and Reconciliation Action Plan (RAP) working group - that focus on cultural diversity, corresponding with the two action plans



3 | Impact on our readers

The biggest impact our organisation makes in the world derives from Guardian and Observer journalism. Our annual supporter report showcases the best of our journalism and the impact it has had.

Our environment coverage in particular is recognised as world leading and informs the steps we take as a business to address our own environmental impact. The Guardian's global team of environment reporters have covered the events - and their impact - around the world, around the clock. In the past year, we published almost 4,000 articles on the climate crisis, read by more than 65 million people, not to mention podcasts, live events and masterclasses. This is all part of our ongoing pledge to prioritise the climate emergency, and give it the sustained attention and prominence it needs. This journalism changes minds and policies and keeps the foremost crisis of our times in the public eye.

Building a more open, inclusive Guardian

This year we have partnered with the Digital Accessibility Centre to help ensure our website and apps become more accessible for people with disabilities who use our digital products. Our web and app teams have developed changes that help people who need to use assistive technology (such as screen readers) to more easily access Guardian journalism.

Enhancements to our live blogs

Our editorial and product engineering teams are always looking at how to improve our live coverage to make it more immediate and useful to readers. This year we launched a number of new features on our live blogs both on desktop and mobile. A 'key events' carousel allows readers to scroll quickly through the main events and click straight to the post they want, 'pinned posts' ensure important events appear at the top of the live blog page, helping readers to easily find the headline story.

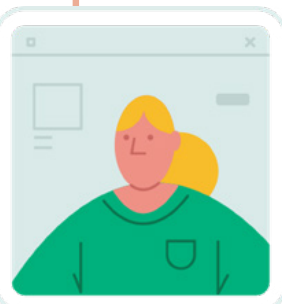
Customer experience improvements

This year we launched a live chat channel for customer service enquiries as an additional channel to help our customers online. The customer experience team is also working closely with the Business Disability Forum to ensure their processes and systems are inclusive of those with accessibility needs.

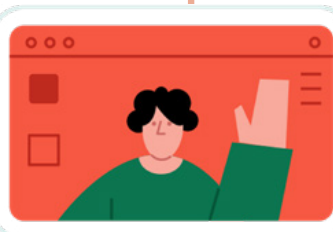


3 | Impact on our readers

"Your coverage can be relied upon. Although I'm often left feeling worried for the future of our children and grandchildren, I feel it is my duty to be well informed so that I can take part in discussions whenever and wherever they crop up." **Jenni, UK**

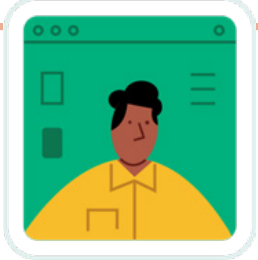


"Your articles provide greater insight than that usually encountered in climate reporting. In-depth reporting on issues such as climate migration reveals a much better appreciation of what the world faces. Your coverage is invaluable in conveying the seriousness of climate change." **Tony, US**

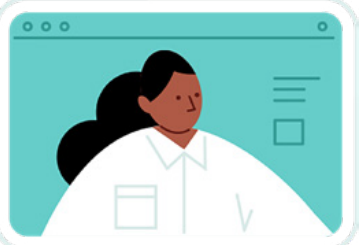


"I found the politics and journalism of my adult life in the Guardian. Congratulations on your truth-telling heritage and onwards. With best wishes for much more honest, balanced, good journalism."

Robyn, Australia



"I read all the climate reporting I can find. I believe in situational awareness, and the situation of the human race is critically endangered by the climate emergency. Governments still pander to fossil fuel entities, and the media is manipulated to downplay the imminent risk." **Elizabeth, Canada**



"I like everything about your reporting on the climate. How it's looking, what we can do, how different countries tackle or don't tackle things, what experts say. Good, positive news and stories are important so we don't give up. Explain again and again to us how it's all connected. So many people can't think beyond their nose or their bank account." **Anne Sofie, Sweden**



"Your quality journalism has given me hope. Hope for a future of truth and equality. Hope for fairness, and access. Now more than ever, livelihoods depend on quality journalism. The Guardian provides that in spades."

Miles, Australia

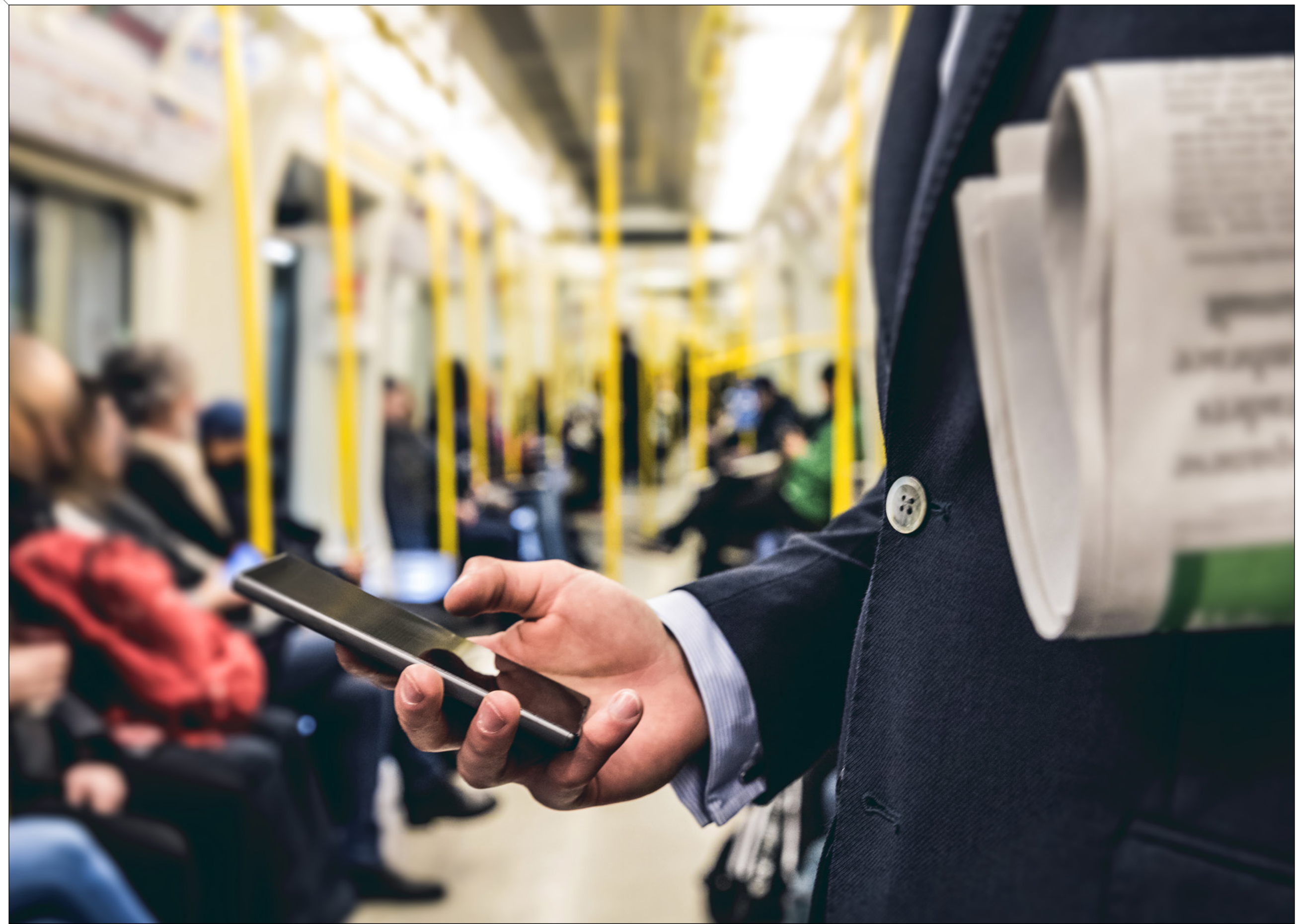
"I am very proud of the way the Guardian has kept the fire of truth alive. With the Guardian holding the flag of truth, democracy and freedom can be upheld globally."

Gaurav, India

"You are the most intelligent, sensitive and ethical news service in the world. Thank you. You inspire me to be the best I can be." **Oshani, Taiwan**

Protecting our readers' data and privacy

We are committed to keeping our readers' personal data safe. We have [privacy](#) and [cookie](#) policies that explain how we collect, use, share and transfer the personal data of our readers. We also enable our readers to manage their emails and marketing preferences when signed into a Guardian account. All of these measures are backed up by a team dedicated to keeping any data that we collect safe and secure. As part of an industry-wide initiative in August 2020 to give consumers and readers greater transparency and control over how their personal data is collected and used, the Guardian deployed a new information banner, which enables readers to consent more easily to the storage of a range of cookies, and make choices about how their personal data is used. The new banner, the core of which was designed by IAB Europe and the wider industry - helps to meet our regulatory and policy obligations in relation to the protection and use of reader data.



4 | The Guardian as B Corporation

The Guardian as a B Corporation

The Guardian is proud to have been the first major international news organisation to become a B Corporation in 2019, joining a community of like-minded businesses who use profits and growth for a greater good and have a positive impact on the world. In November 2022, the UK reached the milestone of 1,000 registered B Corps, demonstrating the growing support for a purpose-led approach to business.

The B Corp certification gives us a rigorous framework to help assess our performance in a number of areas: environmental, workers, governance, community and customer impact. The external assessment keeps us honest and provides an objective view of where we are currently doing well and where we have scope for improvement.

We are in the process of recertifying, which entails submitting an updated assessment that is being audited by the B Lab certification team. Our updated assessment reflects the changes

outlined throughout this report - we expect our verified score to be confirmed in 2023.

What is B Corp certification?

B Corp Certification doesn't just evaluate a product or service, it assesses the overall social and environmental impact of the company that stands behind it. To achieve B Corp Certification, a company must meet a score of at least 80 points on the B Impact Assessment, an evaluation of a company's positive impact, and pass a risk review, an evaluation of a company's negative impact; change their corporate governance structure to be accountable to all stakeholders, not just shareholders; and exhibit transparency by allowing information about their B Corp Certification performance to be publicly available on their B Corp profile on B Lab's website. B Corps recertify every three years and once certified, are expected to increase their score over time as they progress towards becoming more equitable, inclusive and regenerative businesses.



Certified


5 | Appendix

Our greenhouse emissions by category

Greenhouse gas emissions by year (tCO2e)				
Scope	Description	2019 / 20	2020 / 21	2021 / 22
Scope 1	Emissions from gas and refrigerants	654	1,615	649
Scope 2	Purchased electricity	201	111	150
Scope 3	Purchased goods and services	17,606	10,267	13,609
	Upstream emissions from purchased fuel and energy	444	103	155
	Upstream transportation and distribution	8,516	4,868	4,928
	Waste generated in operations	7	3	4
	Business travel	1,702	221	643
	Employee commuting	765	875	534
	Use of sold products	3,464	3,774	2,705
	End-of-life treatment of sold products	591	438	530
Total		33,949	22,275	23,907

