










Sustainable business

Our approach

Our vision, to help everyone enjoy amazing technology, has a powerful social purpose at its heart. We believe in the power of technology to improve lives, help people stay connected, productive, healthy and entertained. We're here to help everyone enjoy those benefits and with our scale and expertise we are uniquely placed to do so.

We are committed to operating a responsible business by understanding stakeholder expectations and best practice. During the year, we reviewed our Sustainability and Social Impact strategy to ensure this continued to reflect those issues that are most important for our business, our stakeholders and our value chain. We identified three material issues that we are now focused on and will drive meaningful difference on through long-term objectives. We report our progress against these three material issues alongside updates on how our work is underpinned by a strong foundation of responsible sourcing, corporate governance and being a good employer.

An Environment, Social and Governance ('ESG') Committee is in place to oversee all ESG activities carried out across the Group. Read the report from our ESG Committee on page 113.

Our material issues	What we do	Link to UN Sustainable Development Goals
Circular economy Objective: We will improve our use of resources and create circular business models. → Read about our focus on circular economy on pages 42-45.	<ul style="list-style-type: none"> We are a leader in extending the life of technology through repair, recycling and reuse. We work together with manufacturers and suppliers to offer customers more sustainable products. 	  
Climate change Objective: We will achieve net zero⁽¹⁾ by 2040. → Read about our focus on climate change on pages 46-51.	<ul style="list-style-type: none"> We are reducing our impact on the environment not only through the energy and resources used by our operations, but also in our wider value chain. We report our energy and greenhouse gas ('GHG') emissions publicly, respond to the CDP questionnaire on Climate Change and support the Task Force on Climate-related Financial Disclosures ('TCFD') and its recommendations. 	  
Our communities Objective: We will help eradicate digital poverty. → Read about our communities on pages 52-55.	<ul style="list-style-type: none"> We bring technology to everyone everyday. We partner with charitable organisations to bring the benefits of amazing technology to those who might otherwise be excluded. 	  

(1) Net zero is defined in the Glossary and definitions section on page 245.



UN Sustainable Development Goals

- Read more about the 17 UN Sustainable Development Goals at: <https://sdgs.un.org/goals>

Engagement

- Read about our engagement with key stakeholder groups on pages 34–39.

Risks

- Information on our Group Principal Risks, which includes ESG, on pages 58–64.

Colleague

- Read about our focus on colleague engagement to create a happier, healthier and more productive workforce, united through our values and culture on pages 18–25.



- Information on our activities is also available on our website. www.currysplc.com/sustainable-business

What we did this year

- Joined the Circular Electronics Partnership ('CEP') which brings together experts, business leaders and global organisations to set a vision and roadmap to a circular economy for electronics by 2030.
- Launched our new UK & Ireland Services strategy – Giving Tech Longer Life – and ran our first ever financial recycling incentive 'Cash for Trash' for customer e-waste in the UK.
- Elkjøp took part on the Board of the industry's joint effort Ombrukt (Re-used) through the industry association Elektronikkbransjen.
- Kotsovolos increased the collection of e-waste for recycling and reuse by 25%.

Achievements

103k

tonnes e-waste collected across our Group for reuse or recycling

1.7m

repairs across our Group to keep tech working

13m

active care services and tech insurance plans across the Group

What we will do next

- Utilise our scale with brands to develop, scale up and promote circular economy opportunities for our products and make it more affordable for customers to upgrade their technology.
- Launch proof of concept projects as part of our UK & Ireland Services strategy.
- Improve our pre-loved offering.
- Continue to expand our e-waste collection services.
- Widen our product trade-in capabilities.
- Continue to work with the CEP and its members to help move the electronics sector towards a more circular economy by 2030.

- Achieved an 'A' rating for CDP.
- Assessed the impact of key climate risks and opportunities for our operations.
- Increased the procurement of renewable electricity across the Group.
- Met and exceeded our colleague bonus scorecard target on Scope 1 and 2 emissions reduction.
- Increased our focus on environmental messages in our customer and product messaging.

A

Currys' score for climate change in CDP

31%

reduction in Scope 1, 2 and 3 emissions against a 2019/20 baseline

- Continue to take steps to reduce emissions, including trialling electric and low-carbon alternative fuelled vehicles.
- Continue to increase our disclosure and publish a net zero roadmap.
- Share best practice on climate – related risk management and monitoring across the Group.
- Assess the impact of key climate risks and opportunities of our supply chains.

- Supported the Digital Poverty Alliance ('DPA') to set out its strategy for the next two years to convene, compel and inspire collaboration within the UK community to lead sustainable action against digital poverty.
- Supported Age UK to develop and launch 21 Digital Support Guides on topics older people identified as being in most need of to help them access and enjoy technology.
- Continued to support people to enjoy amazing technology through our Kotsovolos Second Home programme and the work of The Elkjøp Foundation.
- Provided humanitarian aid through the Red Cross and supported refugees in our local communities.

£350k+

raised for our two year partnership with Age UK

£400k+

committed by Elkjøp to number of long-term strategic partnerships to strengthen the ability to fight digital exclusion

1,000+

Kotsovolos colleagues from stores, offices, warehouses and distribution centres participated in Good Deed Day activities

- Work with Age UK to support the successful delivery of a tablet loan scheme, one-to-one support and awareness raising sessions for four local Age UKs to help enable older people to get and stay connected to their loved ones through tech.
- Work with the DPA to launch a Tech4Families project to support vulnerable families in need with life changing access to technology.
- Continue to support people to enjoy amazing technology through our Good Deed Day, relaunching our Kotsovolos Second Home programme and The Elkjøp Foundation.
- Establish Group principles and policies for Social Impact, and share best practice.

Sustainable business

Circular economy

We will improve our use of resources and create circular business models

Our relationship with tech needs to change and as the #1 tech retailer in all the markets we operate in, we're uniquely placed to lead the way in changing this relationship. At Currys we don't just sell amazing technology; we save it too. We believe there's a far better way – better for you, better for us, better for communities and better for the planet. And that better way is to give technology a longer life.

Amazing technology

We know our customers are looking to reduce their impact on the environment, and it's our job to make that easier while also ensuring we reflect guidelines from consumer authorities who are intensifying their work to stop greenwashing – where something is deemed to have been conveyed as more sustainable than it really is.

We help customers make more sustainable buying decisions: our in-store and online 'Go Greener' events promote the attributes of the products and services we sell in the UK & Ireland that save energy, reduce waste and save water.

In 2021/22 Elkjøp launched several campaigns aimed at helping consumers take care of their products. With Electrolux the campaign 'Make it Last' encouraged consumers to take better care of their clothing in washing so they may last longer and with BSH the message was how to avoid food waste. Elkjøp also offer products with strong credentials such as Fairphone – known as the most sustainable alternative for mobile phones – and the Acer Vero PC with a lot of extraordinary sustainability features, such as easiness to dismantle and high content of recycled plastic.

Care & Repair

There's no feeling quite like helping a customer find some new tech that suits their needs. But keeping their tech working is important too, and it's an area of focus we're really proud of. We offer a range of services to enable a longer life of tech.

In the UK & Ireland our 1,300-person repair team processes and repairs over 800,000 products a year. Elkjøp also repair over 800,000 products each year, and lead the way on electronic repairs in Norway.

Through extended warranties, technical support and online tips and tricks we help our customers take care of their tech.

Trade-in

We help customers make the most of their tech, but when they are finished with it our customers can trade-in their unneeded products so that they can have a longer life.

We offer trade-in for key tech items and we're increasing our focus on trade-in, where we offer money for old devices that are then given new life elsewhere. Devices can be sold as pre-loved, broken down for reusable parts or provided to those without access to their own.

Key facts

1.7m
repairs completed across our Group, ensuring customers can continue to enjoy their amazing technology

103k*
tonnes of e-waste collected for reuse and recycling

£3m
saved from our parts harvesting operation in our UK and Ireland Customer Repair Centre, reducing the demand for new parts and lead time on repairs

12k
items provided for reuse

As part of the Currys rebrand we enabled old uniforms to be repurposed

Our recycling partner shredded and de-branded items which were then made into 2,000 cushions to be sold via our charity partner Age UK and 500 sleeper suits which we donated to charities to distribute to homeless people. Anything not able to be used in one of these ways was sent to an energy recovery plant, avoiding landfill.



* We engaged KPMG LLP to undertake independent limited assurance under ISAE (UK) 3000 and ISAE 3410 for selected energy consumption, e-waste and GHG emissions which have been highlighted with an *. For more details of the scope of their work, please refer to their assurance opinion on www.currysplc.com.

Product packaging

We're working to reduce product packaging, and we've committed to making all our own label and licensed brand packaging reusable or recyclable by 2023.

At the end of 2021/22, 99% was recyclable, with 76% recyclable at kerbside. We remain committed to finding solutions that reduce environmental impact whilst also protecting the product from damage.

We encourage suppliers to eliminate unnecessary plastics and packaging and proactively work with suppliers of own label and licensed brand products to reduce packaging. Recent initiatives have included trials that have reduced the amount of plastic packaging on refrigeration products by up to 90% and on an own label microwave by 90% and feedback has been encouraging. We have also rolled out changes such as swapping polyethylene terephthalate (PET) plastic blister trays for paper trays and removing single use items such as cable ties and plug pin covers.

As a result in 2021/22 we removed 2.23m items of plastic packaging from own label and licensed brand products, almost 40 tonnes. Since the start of the initiative in 2019 we have removed over 4m pieces equivalent to over 80 tonnes.

Collaborating with others

To increase our impact, we are helping to accelerate industry change by working with other retailers and suppliers to share best practice and reduce the industry's reliance on plastic packaging.

For example, we have given unrestricted access to our Product Packaging Guidance to share best practice with the wider industry. This guide outlines to suppliers and other retailers preferred materials to use and which materials to avoid based on data sources and engagement with a number of specialist organisations and experts.

→ Read our **Packaging Guidance** on our website at www.currysplc.com

Help our customers recycle packaging

In the UK & Ireland, we also offer our customers a free packaging recycling service when we deliver and unbox large household appliances.

It's resulted in over 10,000 tonnes of packaging being retrieved. In fact, we're one of the largest recyclers of polystyrene in the UK, recycling 14.5% of all post-consumer polystyrene recycled across the country. This market-leading approach to recycling polystyrene led us to launch the first polystyrene recycling

services in our UK stores for customers who purchase a TV from store. It allows a customer to return all the packaging from their new purchase to any Currys store. This allows the polystyrene, which currently isn't collected at kerbside for recycling, to be recovered and processed into something new.

Looking ahead

In 2022/23 we will carry out further trials on large white goods and work with suppliers to investigate options to get used packaging and other raw materials back to them for circular production.



We give tech a longer life

Choose, afford, enjoy

Discover and Choose
Afford
Delivery and Installation
Set up and connectivity
Protect
Maintain

Repair

1.7m product lifespans extended through repair
1,654 people in our repair team across the Group

Trade-in and resale

145k customer products collected through trade-in
255k used and refurbished products sold in the UK & Ireland

New products

Recycled components used to build new products

Reuse and recycling

#1 retail recycler of tech in UK
103k tonnes of electrical reuse and recycling
>12k products provided for reuse

Sustainable business

Circular economy continued

E-waste is among the fastest growing environmental problems in the world

At Currys we don't just sell amazing technology, we save it too. We help repair, recycle, refurbish and donate unwanted tech. It's all part of changing our relationship with tech and giving it a longer life.

Collecting used tech

We help customers make the most of their tech, but when they are finished with it, our customers can trade-in or hand over their unneeded products so that they can have a longer life.

Currys have worked on responsible recycling for many years. To maintain our focus, the collection of e-waste for recycling and reuse is one of two environmental metrics introduced into our annual bonus scorecard in 2021/22.

We offer trade-in for key tech items. Elkjøp and Currys are increasing their focus on trade-in, where we offer gift cards or money for old devices that are then given new life elsewhere, or recycled.

We offer recycling collection services of redundant products when a new one is delivered, as well as free in-store drop off for products across the Group. In 2021/22 we collected 103k tonnes of e-waste from customers. The waste is collected by local recycling partners, handled properly, and recycled or reused to help tech live on and on.

While larger electronic products such as washing machines and TVs are commonly collected, there is a challenge to collect smaller electronic devices such as cables, small appliances and computing accessories for reuse and recycling. Mobile phones, tablets and other devices with stored data often remain with customers due to a lack of awareness on how data is handled before recycling.

Our aim is to make it easy and normal for all electronics to be recycled. For example, in the UK Currys promoted recycling through its 'Cash for Trash' month-long promotion. This resulted in an increase of 98 tonnes of small electricals being recycled and an uplift in our trade-in service as the promotion launched. By raising awareness, encouraging consumers to recycle electricals that are outdated or not in use, we help give tech a longer life.

Focus on services such as trade-in and subscription-based consumption models will continue in 2022/23.

Giving tech a longer life

When technology is at the end of its useful life for a customer, their used technology can go on to have benefits for many other people, helping them in turn to enjoy amazing technology.

We screen products that are returned to us, repair if relevant and have mechanisms in place to sell these through store or online outlets to give these products a chance of a second life. We also use these items to help train new repair or installation engineers or to harvest parts for use in our repair services.

Elkjøp takes part on the Board of the industry's joint effort Ombrukt (Re-used) through the industry association Elektronikkbransjen. The project aims at taking products out of waste streams, and by providing third-party certification, enabling safe reuse with a two-year warranty.

When we can, we repair and refurbish them to support local causes and low-income families.

Key facts

88

old mobile phones contain enough gold to make a wedding ring yet in the Nordics, each person has an average of 2.3 mobile phones lying around in a drawer or in the attic unused

96

different elements can be found in electronic products – the world is running out of materials like magnesium, cobalt, tungsten and rare minerals

75m

Number of tonnes e-waste is expected to grow to globally by 2030



In the UK & Ireland we provided thousands of products for reuse last year. This was achieved through our partnership with the Reuse Network and the 150+ charities they support across the UK which helped 7,024 low-income households save £1.3m in 2021/22. And through our work with the UK's largest independent recycler of e-waste and provider of reuse, Environcom, we have supported major UK charities with 4,056 refurbished white goods. We also donated refurbished items to specific causes, including 200 devices to Humans in Need in April 2022 to support their work in assisting refugees from the Ukraine.

It's not just in the UK & Ireland that we're making a difference, either. Through the 'Second Home' programme in our Kotsovolos stores, more than 1,000 refurbished appliances have been distributed to families in need since 2017.

This means our customers can enjoy our amazing technology even more, in the knowledge that they are using a product that is good for their pocket and better for the planet, and that can be enjoyed again by others.

Reused tech helped
low-income households save

£1.3m

Number of tech items
provided to charities for reuse

12k+

Sustainable business

Climate change

We will achieve net zero⁽¹⁾ by 2040

The climate crisis remains one of the greatest threats to our planet and we recognise the impact this has on business and supply chains, including our own. Addressing our climate risks and opportunities is a part of our Sustainability and Social Impact strategy.

Climate change strategy

Our purpose, to help everyone enjoy amazing technology, goes beyond ensuring customers can choose, afford and enjoy the right technology.

We recognise our responsibility in ensuring that our corporate purpose is one which is sustainable and responds to our climate risks and opportunities. This is why we embed this thinking within our Sustainability and Social Impact strategy.

We recognise that the impacts of climate change are hard to predict with accuracy and that they will impact businesses in many different ways, at different times and these impacts may also be compounded by one another. We support the Task Force on Climate-related Financial Disclosures ('TCFD') and its recommendations. Understanding the impacts of climate change on our business provides us with the opportunity to develop a strategic response to mitigate the risks, whilst building on the opportunities this presents for Currys. We have carried out this work and are disclosing our progress in line with the recommendations of the TCFD. We have made significant progress this year with the completion of quantitative scenario analysis to further strengthen our strategy and enable us to build a roadmap to increased climate resilience.

We have responded to the CDP questionnaire on climate change since 2016, scoring an 'A' in the latest 2021 disclosure, and as part of this report we included the material climate-related risks and opportunities we identified through climate risk and opportunity identification workshops which we ran in 2021/22. These workshops identified short, medium and long-term physical and transitional climate-related risks which have been reflected in our ESG Risk Register. Our ESG Risk Register is monitored by our ESG Committee.

We recognise that climate-related risks and opportunities cannot be assessed through traditional risk management processes only. As such, we have undertaken a pilot scenario analysis exercise in this reporting year.

We applied scenario analysis to the two most material climate-related risks for our operations, identified through internal workshops:

- Policy driven changes to energy costs, and their impacts on the cost of running our stores, distribution centres and vehicles.
- Increasing severity and frequency of extreme weather events, and their impacts on damage to facilities, stock and operational disruption.

The analysis considered each risk independently of the other, except for energy costs where we included the additional cost of cooling our facilities because of increasing average external temperatures. In each analysis we used consistent time horizons of 2025 (short-term), 2030 (medium-term) and 2040 (long-term) to align with our current risk management time horizons and extending out to the target years of our climate goals. Analysis was based on the latest climate models and scientific understanding. We used the three climate scenario models developed by the IPCC (RCP 4.5 Low, RCP 4.5 High and RCP 8.5) using NEX-GDDP and EnerData datasets, across three different time horizons.

Following this work, we will now seek to improve our existing measures to adapt to and mitigate climate change with a strategy which is informed by scenario analysis. We continue to invest in measures to mitigate our climate change impact, and as part of this we have near-term emissions targets approved by the Science Based Target initiative ('SBTi') with a net zero target by 2040.

This pilot exercise also highlighted areas where data can be improved to enhance the robustness of model outcomes.

We recognise the importance of collaborative action; we have committed our support to EV100 and the British Retail Consortium Climate Action Roadmap. We have actively supported business commitments to climate action, including being signatories to the Business Ambition for 1.5°C and the We Mean Business Coalition G20 open letter. We also proactively support policy changes and recommendation through our memberships of EV100 and the UK Electric Fleets Coalition.

More information on our Sustainability and Social Impact strategy and material issues is on pages 40–41.

Climate governance

Our management and response to climate-related risks is led by our ESG Committee, chaired by General Counsel and Company Secretary, Nigel Paterson. The Committee considers, monitors and reviews climate change related issues in their meetings to ensure that the appropriate strategy, programmes and investments are in place to build robust and effective risk management. They submit progress to the Group Risk & Compliance Committee, Executive Committee and Board. The ESG Committee has four scheduled meetings a year with representation from all business regions including two Board members and one Executive Committee member.

CDP score for
climate change
in 2021

A

(1) Net zero is defined in the Glossary and definitions section on page 245.

The ESG Committee has a clear communication line to the Board with regards to climate-related matters; reporting to the Executive Committee which in turn reports to the Board. Further, the Regulatory Compliance Committee reports up to the main operating subsidiaries which report to the Board and our Group Risk & Compliance Committee also reports to the Executive Committee and in turn reports to the Board. A diagram of our governance structure is included on page 88 and a report from the ESG Committee is available on page 113.

During the year the Board discussed and challenged the ESG strategy and the extent to which it remained fit for purpose.

In day-to-day operations, we have assigned management level responsibility for different climate-related issues in the business and climate-related risks and opportunities are incorporated into the ESG Risk Register. These risks and opportunities are included in Board agendas both through ESG update papers and Group Risk & Compliance Committee papers, both of which are provided twice a year. Progress against climate targets are reported to the Executive Committee quarterly. The Board received comprehensive ESG updates in September and December 2021 and regular reporting on progress against our climate targets is included within the CEO report at Board meetings.

The Board is continuously seeking to increase their knowledge on climate-related risks and opportunities. For example, a climate-related risks and opportunities workshop was held for members of our Board and Executive Committee in May 2022. This included information and discussion on why net zero is so important, the impacts of climate change on businesses and the key learnings from pilot scenario analysis exercise. The majority of the Board and Executive Committee attended and those that we unable to attend were provided with a recording of the session.

The Board fully support Currys' science-based targets and commitment to net zero by 2040 across our Scope 1, 2 and 3 emissions, with a specific budget approved in 2021/22 allocated over the next three years for investment in emission reduction projects.

In 2021/22, emissions-related KPIs were included in the annual bonus scorecard

for employees and will continue to be KPIs for 2022/23. Whilst not currently in place, Long Term Incentive Plans linked to Scope 1, 2 and 3 climate targets have been reviewed and we plan to have them in place within the next two to three years.

Risk management and opportunities

Group risk assessment criteria have been determined along with the net and gross risk profile. Priority risks have been agreed by the ESG Committee and reviewed by the Board. In 2020/21 a principal risk relating to sustainability which includes climate-related matters was added to the Group Risk Register. We will continue to monitor changes to risk (increase, decrease or no change), assess climate change as a principal risk within the business and report risk annually in the annual report and accounts.

We have an ESG Risk Register which incorporates short, medium and long-term physical and transitional climate-related risks identified. This ESG Risk Register includes climate-related risks covering both transitional and physical risks scored against impact and likelihood, along with further mitigation actions identified and assigned to the relevant management team. Actions identified as a result of this year's pilot scenario analysis exercise will be added to our ESG Risk Register. ESG Risk was discussed at every ESG Committee meeting in 2021/22.

Further information

→ Read about our risk management on pages 58-64 and 96-99.

Climate metrics and targets

We're committed to achieving net zero emissions by 2040 – 10 years ahead of the UK Government – by reducing the impact of the energy and resources we use in our operations – but also in our wider value chain. This is an absolute reduction target for our total scope 1, 2 and 3 emissions, measured against a 2019/20 baseline. Our net zero roadmap includes near-term emissions reduction targets to reduce Scope 1, 2 and 3 GHG emissions by 50% absolute across the Group by 2029/30, have been approved by the SBTi as consistent with levels required to meet the goals of the Paris Agreement. In this way, our commitment to net zero meets a number of the requirements of the SBTi Corporate Net-Zero Standard.

The targets covering GHG emissions from Currys' operations (Scope 1 and 2) are consistent with reductions required to keep warming to 1.5°C, the most ambitious goal of the Paris Agreement. Currys' target for the emissions from its value chain (Scope 3) meet the SBTi's criteria for ambitious value chain goals, meaning they are in line with current best practice.

For 2021/22 we introduced a new Scope 1 and 2 emission-based KPI in the bonus scorecard for colleagues, affirming the importance of reducing emissions and tackling climate change as a business. This KPI will be present again in the 2022/23 bonus scorecard.

We report on intensity metrics, MWh/1,000 sq ft for energy and MPG for fleet vehicles, and have set a target for zero waste to landfill for commercial waste in UK and Ireland; in 2021/22 we diverted over 99% from landfill. We also measure the proportion of our business that uses renewable electricity and the number of electric vehicles ('EVs') in our fleet (see Operational emissions).

Our Scope 1 and 2 emissions have been assured against the ISAE 3410 and ISAE (UK) 3000 standards by KPMG. An update on our progress against our targets is included on pages 48-51 and our data methodology is available on our website at www.currysplc.com.

We will refine the metrics that we monitor for the physical impacts from the identified material acute risk drivers, and we have identified further metrics to manage our response to energy cost increases such as percentage of vehicles converted to EVs or alternative fuels.

Further information

→ Read about our energy and carbon data on pages 48-51.

→ Read about our bonus scorecard target on emissions on page 134.

→ Read about how we created value in 2021/22 on page 11.



→ Information on our Environmental policy is available on our website www.currysplc.com/sustainable-business/policies-disclosures

Sustainable business

Climate change continued

We are actively addressing wider climate-related risks and report on the key data we use to monitor our progress, for example our transition to renewable energy and moving towards circular business models (see pages 42–45).

Operational emissions

Energy

We're taking action to reduce our use of energy. In fact we maintained our certification of our Energy Management System in 2021/22 for our UK & Ireland estate and fleet. And in line with the British Retail Consortium's Climate Action Roadmap, we have set a target to operate 100% LED coverage in all new buildings by 2025 – we made progress in 2021/22 and now 68% of our UK and Ireland portfolio and 76% of our Group portfolio uses LED technology as the main source of lighting.

We also achieved 100% of our properties in the UK & Ireland, Greece and the Nordics being powered by renewable electricity, expanding this in the UK to now include

sites where we aren't responsible for the supplier contract (back by REGOs in the UK and GOs in Europe). We also have four UK sites with Solar PV installed, with a capacity of over 2MWp, reducing our emissions by approximately 429 tonnes.

Fuel

We are a signatory to the Climate Group's EV100 initiative and are fully committed to transitioning 100% of our company cars and small van fleet and 50% of our medium to heavy fleet to electric or alternative fuel fleet by 2030. EV100 is a global initiative bringing together companies committed to accelerating the transition to EVs.

In 2021/22 we submitted our first roadmap and second progress update to EV100. We have three EVs in service across the Group, along with 33 charging points installed across seven sites. Whilst this represents a small proportion of the total vehicles in our owned fleet, our approach is to run trials for up to a year with a number of different drivers to give

them a true on-the-job experience and to gain their feedback. Feedback has been positive which will help support our business case for expanding the use of these vehicles.

We are in talks with many of the major vehicle manufacturers to continue trialling car and van options, with the plan to introduce more EVs at scale in 2022, as well as develop and test other innovations such as our work with TRAILER in the UK to reduce our emissions (see below).

Through our supplier, Calor, 14% of LPG provided to power our forklifts in the UK was a bioLPG blend, which has 40% less CO₂e emissions than traditional LPG. Working with Calor we aim to increase to the use of bioLPG in our forklifts to 100% before 2030.

We are also continuing to target reductions through improved driver training, the use of telematics and our 'in-cab' driver alert system and – in the UK & Ireland – implementing ISO 50001.

Investing responsibly with TRAILAR

In partnership with TRAILAR, we have invested in solar powered vans to help reduce the fuel consumption of nearly 200 vans across our network. Across the next four years, this initiative will aim to reduce our CO₂ by 271 tonnes a year, equivalent to 1.39 tonnes a year per vehicle. This will save an estimated 552 litres of diesel per vehicle each year.

Key facts

76%

of our portfolio across the Group uses LED technology as the main source of lighting

100%

of our properties in UK & Ireland, Greece and the Nordics are powered by renewable electricity where we are responsible for supplier contracts

31%

reduction in Scope 1, 2 and 3 emissions against a 2019/20 baseline



Scope 3 emissions

Our Scope 3 emissions include the indirect emissions from across our value chain which account for over 99% of our total emissions.

The most material impacts are within purchased goods and services and the use of sold products. We will achieve

reductions in these emissions through a programme of activities involving our suppliers, our manufacturers and through colleague engagement.

The following table details Currys' Scope 3 emissions. We have been able to increased granularity and use more primary data to calculate our Scope

3 emissions for 2021/22. Other notable changes include emissions from the use of sold products increasing in 2021/22 due to variances in the main suppliers emissions intensities and emissions associated with the use of sold products were re-calculated for the past two reporting periods due to a modelling correction having been made.

Currys GHG emissions	Tonnes of CO ₂ e emitted 2021/22	% change from 2019/20 baseline	Tonnes of CO ₂ e emitted 2020/21	Tonnes of CO ₂ e emitted 2019/20
Scope 1 emissions	18,158*	-12%	20,952	20,742
Scope 2 emissions (location based)	34,318*	-33%	36,817	51,131
Scope 2 emissions (market-based)	3,188*	-80%	14,368	16,121
Scope 3 emissions total	24,050,024	-31%	22,923,580	34,983,753
Purchased goods and services	3,384,944	-21%	3,250,795	4,300,532
Fuel and energy related emissions	18,632	17%	13,085	15,905
Upstream transportation and distribution	77,860	-53%	53,653	165,115
Waste generated in operations	2,698	178%	2,588	972
Business travel	1,143	-58%	415	2,754
Employee commuting	27,889	2%	19,390	27,275
Downstream transportation and distribution	13,054	-64%	16,904	35,906
Use of sold products	20,515,679	-33%	19,556,760	30,425,451
End-of-life treatment of sold products	8,125	-17%	9,990	9843
Total Emissions (Scope 1, Scope 2 Market-Based & Scope 3)	24,071,370	-31%	22,958,900	35,020,616

Our Basis of Reporting, available on www.currysplc.com, includes an assessment of the relevant Scope 3 categories for Currys.

Assessing supplier performance

We've also partnered with one of the leading providers of business sustainability ratings: EcoVadis. This helps us to measure supplier performance across a wide range of metrics and identify ways we can champion positive activities, collaborate to improve performance, reduce our emissions and benefit wider society.

Looking ahead

We plan to build on our pilot climate scenario analysis and learnings, ensuring it is embedded into our governance, risk management and strategic approach. In time, we also intend to expand this to other areas of our value chain to further assess business resilience under different scenarios. We will continue to quantify the transitional and physical risk outputs from our scenario analysis and incorporate this into our business strategy. We do not currently use an internal carbon price; we will review this position in 2022/23. We will also explore how climate-related issues serve as an

input to their financial planning process. We will develop and publish a robust net zero emissions roadmap for the Group which will provide detail on carbon abatement for key emissions sources and neutralisation plans of any source of residual emissions that remain unfeasible to remove.

TCFD Statement of Compliance

Currys is disclosing in accordance with the Financial Conduct Authority ('FCA') Policy Statement 20/17 and Listing Rule LR 9.8.6R(8). The main disclosures are set out on pages 46-51. The disclosures describe activity to date and future areas of focus to further strengthen our strategic approach and communication of climate-related issues.

Our disclosures are consistent with the TCFD's Recommendations and Recommended Disclosures, with the exception of the following:

- 2a – Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.

- 2b – Describe the impact of climate-related risks and opportunities on the strategy, and financial planning.
- 2c – Describe the resilience of the taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
- 3a – Describe the organisation's processes for identifying and assessing climate-related risks.
- 3b – Describe the organisation's processes for managing climate-related risks.

Currys have conducted a pilot climate scenario analysis exercise in 2021/22 and are in the process of embedding the learnings into our governance, risk management and strategic approach. At the point of disclosure, it was considered that the work in progress is not sufficiently completed to meet the above requirements of the disclosure recommendations. Our TCFD disclosures are to be updated on an annual basis, therefore, we will be able to set out our progress as part of our 2022/23 TCFD disclosure.

* We engaged RPMG LLP to undertake independent limited assurance under ISAE (UK) 3000 and ISAE 3410 for selected energy consumption, e-waste and GHG emissions which have been highlighted with an *. For more details of the scope of their work, please refer to their assurance opinion on www.currysplc.com.

Sustainable business

Climate change continued

Energy and carbon reporting

This section details the energy consumption and GHG emissions from the activities of Currys for the period 1 May 2021 to 30 April 2022, as required by the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 ('the 2013 Regulations') and the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ('the SECR Regulations').

An operational control approach has been used to define the GHG emissions boundary. This captures emissions associated with the operation of offices, retail stores, warehouses, and distribution sites, plus transport including company-owned, leased and employee-owned vehicles

used for business travel. This includes emissions from the UK and Offshore including the Republic of Ireland, Greece, Sweden, Norway, Finland, and Denmark, Czech Republic, Cyprus and Hong Kong.

There are no material omissions from the mandatory Scope 1 and 2 emission reporting requirements. This information was collected and reported using the methodology in Defra's updated GHG reporting guidance, Environmental Reporting Guidelines (ref. PB 13944), issued June 2019.

Emissions have been calculated using the 2021 conversion factors provided by the Department of Business, Energy and Industrial Strategy for emissions in the UK and Association of Issuing Bodies ('AIB') and International Energy Agency ('IEA')

for offshore electricity conversion factors. We engaged KPMG LLP to undertake independent limited assurance under ISAE (UK) 3000 and ISAE 3410 for selected energy consumption, e-waste and GHG emissions which have been highlighted with an *. For more details of the scope of their work, please refer to their assurance opinion on www.currysplc.com.

Significant progress has been made in Scope 1 and 2 emissions reduction in 2021/22 due to our alignment across the Group to procure renewable electricity. Progress against our net zero target is also positive, with a 31% reduction in Scope 1, 2 and 3 emissions achieved in 2021/22 against a 2019/20 baseline.

The company-wide kWh energy consumption for the reporting period 1 May 2021 – 30 April 2022, are as follows:

Global energy consumption

Currys

Energy consumption (kWh)	UK and Offshore 2021/22	Global total 2021/22	Global change (%)	UK and Offshore 2020/21	Global total 2020/21	UK and Offshore 2019/20	Global total 2019/20
Transport (including Diesel, Petrol, LPG)		60,508,453	-1.8%	54,936,222	61,599,577	63,377,377	71,261,546
Natural Gas		18,261,838	-35.9%	27,318,959	28,500,590	20,301,590	22,142,355
Heating (Oil and LPG)		146,114	-56.0%	98,860	331,876	214,868	214,868
Electricity		202,115,280	4.8%	90,122,184	192,890,720	131,070,522	236,971,131
Total:	163,863,416	281,038,428*	-0.8%	172,476,225	283,322,763	214,964,357	330,589,900
Intensity (MWh/1,000 sq ft)		12.63*	-7.5%	14.58	13.65	18.02	16.24
Energy consumption (kWh)						2021/22	2020/21
Total renewable energy purchased or generated						195,279,334*	159,436,764

The GHG emissions for our business for the reporting period 1 May 2021 – 30 April 2022, are as follows:

Emissions on location basis

Currys

Category	Tonnes of CO ₂ e emitted 2021/22	Change (%)	Tonnes of CO ₂ e emitted 2020/21	Tonnes of CO ₂ e emitted 2019/20
Emissions from combustion of fuel ^(3,5) (Scope 1)	16,952	-13.7%	19,638	19,868
Emissions from the operation of facilities ⁽⁴⁾ (Scope 1)	1,205	-8.3%	1,314	874
Scope 1 emissions	18,158*	-13%	20,952	20,742
Emissions from purchase of electricity ^(2,3) (Scope 2)	34,318*	-6.8%	36,817	51,131
Total:	52,476	-9.2%	57,769	71,873
Intensity ratio: tCO₂e/1,000 sq ft occupied floor area⁽¹⁾	2.36*	-15.3%	2.78	3.53

Emissions on market basis

Currys

Category	Tonnes of CO ₂ e emitted 2021/22	Change (%)	Tonnes of CO ₂ e emitted 2020/21	Tonnes of CO ₂ e emitted 2019/20
Emissions from combustion of fuel ^(3,5) (Scope 1)	16,952	-13.7%	19,638	19,868
Emissions from the operation of facilities ⁽⁴⁾ (Scope 1)	1,205	-8.3%	1,314	874
Scope 1 emissions	18,158*	-13%	20,952	20,742
Emissions from purchase of electricity ^(2,3) (Scope 2)	3,188*	-77.8%	14,368	16,121
Total:	21,346	-39.6%	35,321	36,863
Intensity ratio: tCO₂e/1,000 sq ft occupied floor area⁽¹⁾	0.96*	-43.6%	1.70	1.81

Emissions on location basis

By region

Category	Tonnes of CO ₂ e emitted 2021/22	Change (%)	Tonnes of CO ₂ e emitted 2020/21	Tonnes of CO ₂ e emitted 2019/20	Tonnes of CO ₂ e emitted per 1,000 sq ft of floor area 2021/22	Tonnes of CO ₂ e emitted per 1,000 sq ft of floor area 2020/21	Tonnes of CO ₂ e emitted per 1,000 sq ft of floor area 2019/20
UK and Offshore (Scope 1 and 2)	35,791	-10.4%	39,951	51,866	2.75	3.38	4.35
Global (excluding UK and Offshore) (Scope 1 and 2)	16,684	-6.4%	17,817	20,006	1.80	2.11	2.37
Total:	52,476	-9.2%	57,769	71,873	2.36	2.78	3.53

Emissions on market basis

By Region

Category	Tonnes of CO ₂ e emitted 2021/22	Change (%)	Tonnes of CO ₂ e emitted 2020/21	Tonnes of CO ₂ e emitted 2019/20	Tonnes of CO ₂ e emitted per 1,000 sq ft of floor area 2021/22	Tonnes of CO ₂ e emitted per 1,000 sq ft of floor area 2020/21	Tonnes of CO ₂ e emitted per 1,000 sq ft of floor area 2019/20
UK and Offshore (Scope 1 and 2)	16,305	-18.7%	20,058	21,762	1.25	1.70	1.82
Global (excluding UK and Offshore) (Scope 1 and 2)	5,040	-67.0%	15,263	15,101	0.54	1.71	1.79
Total:	21,346	-39.6%	35,321	36,863	0.96	1.70	1.81

(1) Overall floor area of Currys is estimated to be 22,258,265 sq ft.

(2) The electricity consumption figure includes Scope 2 generation emissions but not Scope 3 transmission and distribution losses.

(3) Electricity and gas usage is based on supplier bills. Manual gap filling was conducted for a small proportion of electricity supplies in the UK and Ireland and Greece using an average of the consumption year to date or previous months. This is because this report was due before some electricity and gas bills had been provided by the suppliers. This report also includes electricity consumption through supplies where the landlord procures the energy; some of this consumption has been estimated either based on the average energy consumption per floor area for site type or using last year's data estimation.

(4) Refrigerant data processing methodology and exclusions: a. Where refrigerant top-ups are reported, we assume this covers leakage across the estate under that contractor's responsibility to repair the leak and top-up the refrigerant, as such no estimation of leakage has been completed for units where no top-ups were carried out.

(5) Sweden – All hire car data estimated for Q3 and Q4 due to lack of actual data availability.

A location-based method reflects the average emissions intensity of grids on which energy consumption occurs and a market-based method reflects emissions from electricity that companies have selected.

* We engaged KPMG LLP to undertake independent limited assurance under ISAE (UK) 3000 and ISAE 3410 for selected energy consumption, e-waste and GHG emissions which have been highlighted with an *. For more details of the scope of their work, please refer to their assurance opinion on www.currysplc.com.



→ Information on our **emissions and e-waste data methodology** is available on www.currysplc.com



→ Information on **external assurance on our emissions and e-waste data** is available on www.currysplc.com

Sustainable business

Our communities

We bring technology to everyone **everyday**

We pride ourselves on bringing technology to more people through our competitive pricing, access to online and physical stores, and affordable and responsible credit offering. But that's not all: because our social purpose is at the heart of what we do, we also support causes that help those who might otherwise be excluded.

Digital equality

We want everyone to be able to enjoy equal access to the benefits of technology. We are committed to helping eradicate digital poverty, in all countries we operate in.

In the UK alone 25% of vulnerable children do not have access to a suitable device for learning and 42% of offline users said "it's not for people like me". While in the Nordics one in five people have products at home that they do not know how to use.

Wherever we operate we can help:

- Our colleagues help people in their local communities access and enjoy tech.
- Our customers help us raise funds to help those who are digitally excluded.
- Our suppliers work collaboratively with us to be a force for good.



Appliance poverty

In 2021/22 in the UK & Ireland we continued our supplier collaboration with Grundig to provide over £50,000 worth of kitchen technology to food-related charities nominated by colleagues across the UK. This takes our total support since 2018 to 425 appliances donated and to 215 charities helped at a value of £196,737.

The UK Digital Poverty Alliance

We are one of three founding partners of the Digital Poverty Alliance ('DPA', part of the Learning Foundation, registered charity number 1086306) alongside the Institute of Engineering and Technology ('IET').

The start-up phase of the DPA was funded by a £1m donation from Currys and we are proud that the last year has seen the DPA set out its strategy over the next two years to convene, compel and inspire collaboration within the UK community to lead sustainable action against digital poverty.

Our donation also funded the first DPA proof of concept project, Tech4Teachers, by equipping 1,000 teachers and teaching assistants in the country's poorest communities with the technology and support they need to deliver high-quality home schooling to their pupils. These proof of concept projects are intended to innovate where there are gaps, and the success of the pilot has led to further support for this scheme from other companies seeking to drive change.

We are delighted to confirm our ongoing commitment to the DPA and in 2022/23 we will be using Pennies funds to support vulnerable families in need with life changing access to technology.

Helping digitally excluded older persons in the UK

Age UK was chosen by UK colleagues in March 2020 as our corporate charity partner for a two-year period, with the aim of helping digitally excluded older people benefit from amazing technology and connecting them to those that love and need them. With thanks to our colleagues and customers, in that time we have raised over £350,000 for Age UK's Tech Connected programme.

In 2021/22 our customers raised £229,394 through Pennies instore donations and our colleagues raised £7,200 through our fundraising activities. Seven colleagues have also volunteered and made friendship calls, spending 76 hours, 40 minutes and 42 seconds speaking to lonely older people.

With the money raised over the last two years Age UK has been able to develop and launch 21 much needed Digital Support Guides on topics older people have identified as being in most need of. There are Beginner, Intermediate and Advanced guides covering topics such as: an introduction to technology & key terminology; getting connected to the internet & browsing the web; video calling; email; online entertainment, hobbies & shopping; as well as staying safe online. These guides will help enable older people to get and stay connected to their loved ones, supporting their mental health and, importantly, keeping them safe in the online world.

This funds raised will also:

- Enable Age UK to develop a Digital Inclusion Service Handbook with information, guidance and tools to help local Age UKs set up a digital skills service in their community.
- Launch a tablet loan scheme of over 100 tablets, addressing one of the main barriers to older people wanting to get online: access to technology.
- Provide support to four local Age UKs to provide one-to-one support and awareness raising sessions to older people in their communities through the recruitment and training of local Digital Champions who will help inspire, motivate and support older persons with their digital capabilities.

Support to the people of Ukraine:

- Prioritised the safety and well-being of our colleagues and partners who have employees working on behalf of Currys – such as Softserve – ensuring they know what support is available. This is particularly the case for our colleagues who live and work near the Ukrainian border (Brno), as well as those who have personal connections within Ukraine.
- Joined other large mobile telecoms providers to waiver text and call charges to Ukraine numbers, as well as crediting back calls, texts, and unlimited data for our iD Mobile customers in Ukraine.
- Donated £100,000 as a Group to the Red Cross and advised colleagues of ways in which they can make contributions.
- The Brno team are directly supporting refugee and colleague families, which included 200 refurbished devices worth over £42,000 donated from the UK & Ireland business to support Brno's chosen charity, Humans In Need.
- Kotsovolos supplied more than 100 devices for use by refugees locally through their partnership with The Smile of the Child.

Amount raised for
Age UK's Tech Connected
programme

£350k+

Value of donations made
to support those impacted
by the war in Ukraine

£140k+



→ To see the guides visit <https://www.ageuk.org.uk/information-advice/work-learning/technology-internet/>

Sustainable business

Our communities continued

Elkjøp is fighting digital exclusion

Through our annual research, Tech Trouble, we have identified a number of groups that due to age, socioeconomic status, disabilities, language and cultural barriers, or other matters, find themselves on the wrong side of the technological divide.

We keep track of our customers challenges when it comes to technology through our Tech Trouble survey.

According to our research one out of three people in the Nordics find it difficult to keep up with the changes in technology, and one in five say they have products at home that they do not know how to use. Even more admit that they are not utilising their products to full potential, not knowing how to use all the features.



Elkjøp's partnerships and The Elkjøp Foundation

Elkjøp entered into a number of long-term strategic partnerships to strengthen the ability to fight digital exclusion more effectively. Over £400,000 has been committed.

- **Norway:** SOS Children's Villages International, focusing on their project 'Digital Village'.
- **Finland:** Save the Children, focusing on their interactive learning solution and contributing to their digital childhood competence centre, Kidital. We have also joined the cross-sector Kaikille Kone initiative.
- **Denmark:** Danish Peoples Aid, focusing on 'School Start Assistance', ensuring that those with low income also get a good start at school.
- **Sweden:** Lärhjälpen ('Homework Assistance'), focusing on kids having the right digital equipment to be able to do homework in an efficient way. Also new is the partnership with Barnens Dator ('Computers for kids'), focusing on donating gaming computers to kids and families that risk missing out due to low income.

The Elkjøp Foundation was established to fight digital exclusion. It works to raise awareness, increase knowledge, and enable access to people who are falling behind in the rapid development of technology.

To connect, play or learn with technology should be easy and fun but that is not always the case. That is why The Elkjøp Foundation supports organisations and associations with products and guidance – in addition to financial resources. This is very close to our vision and our hearts, and work we are incredibly proud of.

Elkjøp funding to
fight digital exclusion

£400k+

Kotsovolos' support

Kotsovolos supports low income families and the move to a circular economy through their Second Home initiative. Colleagues motivate customers to offer their unused devices and also take part in a Good Deed Day every year.

Second Home

Through our Second Home initiative, Kotsovolos enables people who have functional devices they no longer use, to donate them and support families in need.

Colleagues motivate customers to offer their unused devices and donate them to families in need. Kotsovolos collects the device, repairs it and disinfects it, and then offers it to another family. If the appliance cannot be repaired, the company undertakes to recycle it.

Between 2018 – 2020 more than 1,000 families received at least one basic appliance, such as refrigerator, oven or washing machine. During the last year the process has been paused to allow it to be updated and redesigned. Despite this c.100 devices were offered at a total cost of £22,757 to: K.Y.A.D.A (Centre for Reception and Solidarity of Municipality of Athens), The Smile of the Child, The Ark of the World and local causes working in cooperation with local stores. This programme will be relaunched in summer 2022.

Technology without Obstacles programme

Kotsovolos strives to empower people to live a better life with technology. This initiative aims to maximise access to technology for people with disabilities and is a key programme that is enabling digital inclusion for people with disabilities, and creating equal access for all.

Kotsovolos is the first retailer in Greece that is investing in store and product accessibility for people with disabilities. For example:

- 14 accessible stores are already recognised by the Hellenic Society for Protection and Rehabilitation of Disabled Persons as accessible to people with disabilities and 18 more

stores are expected to be recognised as accessible to people with disabilities in the next 12 months.

- First retailer in Greece to offer sign language assistance through contact centre agents and also to offer the opportunity to blind people to be able to read their insurance contracts summary in braille.
- A dedicated microsite explains all supportive technologies for those with visual impairments, hearing disabilities and mobility impairments.
- A dedicated qualitative survey for people with disabilities was implemented and shared through a digital event to Greek retailers.

Kotsovolos has held two training sessions for colleagues and in 2022/23 aims to provide sessions for all colleagues as well as develop dedicated corporate campaigns raising awareness about disability issues among consumers.

Kotsovolos has also worked with Laddroller to create its next generation wheelchair. Laddroller was made to help wheelchair users worldwide to overcome their loss of autonomy. It is an entirely new, innovative approach to mobility compared to existing devices, allowing users to stand up when using Laddroller. The first of this generation of Laddroller wheelchair will be donated to a child with physical disabilities in cooperation with ELEPAP, a charity committed to providing lifelong support to those with disabilities.

Good Deed Day

In Greece, our teams spend a day every year taking part in 'Good Deed Day', where they agree among themselves how they will support local causes.

Good Deed Day was established in 2013 and is the biggest volunteer action for Kotsovolos' people that takes place once a year on a Sunday in May or June. Every year, more than 1,000 volunteers from our stores, offices, warehouses and distribution centre participate in multiple actions focusing on children, minority social groups, older persons or the environment.

In 2021/22 colleagues gave up their time to volunteer on Good Deed Day, organising 17 blood donation drives totalling 256 pints of blood, supporting hospitals in Greece and Cyprus.



Sustainable business

Our suppliers and governance

Our suppliers

Bringing amazing and more sustainable tech to our customers isn't something we do alone. Our partnerships with suppliers make a big difference too.

Responsible sourcing

We collaborate with our manufacturers and suppliers to make sure the products we sell are safe and responsibly sourced.

And when selecting our suppliers or renegotiating existing contracts, we consider their overall sustainability performance, particularly their energy efficiency, climate change impact, water-use and biodiversity impact.

Our standards

For customers to enjoy our amazing technology they need peace of mind that we're sourcing responsibly. With around 7,000 suppliers across the globe, we want to make sure we're using our size and unique capabilities to do good.

In addition to compliance with all relevant national and international legislation, we've created our own Standards for Responsible Sourcing which set out our expectations for all suppliers, partners and subsequent supply chains. The Standards reflect our commitment to acting with integrity in business relationships.

An Anti-bribery, Hospitality and Gifts Policy is in place. The procedures in place to oversee the anti-corruption and bribery control environment is reviewed by the Audit Committee on at least an annual basis and most recently in June 2022. The full Policy is reviewed by the Board periodically.

Modern slavery

We're committed to eradicating all forms of modern slavery and human trafficking. The fact that modern slavery still exists today is abhorrent and eradication requires collaboration and transparency.

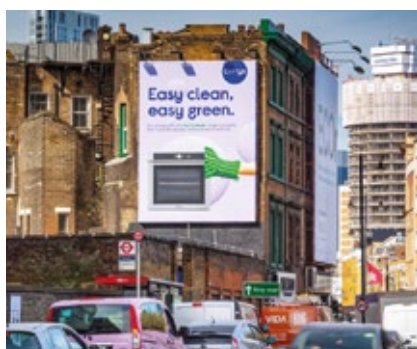
Our Modern Slavery Statement and Policy has been issued to all our colleagues, suppliers and partners. It clearly states the actions to take if a case of modern slavery is discovered or suspected. We work with our suppliers to ensure they adhere to our Modern Slavery Policy.

We continue to expand our efforts to tackle the issue – collating existing actions and working on new initiatives across our business and supply chain to mitigate risk and identify areas that need additional focus.

Our progress

In 2021/22 we:

- Invited more suppliers to join the EcoVadis platform to enable us to measure their sustainability performance, with nearly half of total revenue of the Group now assessed.
- Joined the Responsible Business Alliance, an organisation with over 400 members involved in the manufacture of electronics and with an aim of driving sustainable value for workers, the environment and business through global supply chains.
- Updated our Modern Slavery Policy and issued new Child Labour Remediation and Conflict Minerals policies.
- Rolled out our enhanced ethical and quality audit criteria for own label and licensed brand suppliers based in China and the Far East.
- Completed our assessment of tier 2 waste and recycling partners in the UK in conjunction with Slave-Free Alliance and our direct (tier 1) supplier.



Responsible sourcing

- Read more on our website <https://www.currysplc.com/sustainable-business/suppliers>



Standards

- Read our Standards for Responsible Sourcing: <https://www.currysplc.com/media/l15njpci/currys-plc-standards-for-responsible-sourcing-april-2019.pdf>



Modern slavery

- Read more in our Modern Slavery Statement: https://www.currysplc.com/media/ekvfjju1/d2752_cpcw_modern-slavery-statement-8.pdf

Governance

At Currys we're fully committed to operating a responsible business. We talk to our stakeholders about their expectations, we search out best practice and we reflect these in the decisions we make.

Our Sustainability and Social Impact strategy is signed off by our Group Chief Executive and approved by the ESG Committee.

It is driven and delivered by our colleagues – subject matter experts that are fully integrated across our business. Their work is coordinated by the Director of Group Sustainability and overseen by the ESG Committee which reports into the Executive Committee and comprises representatives from all levels across the business.

The business has a systematic approach to ESG risk management. Our approach has been benchmarked against other leading organisations, which resulted in the development of a more comprehensive ESG risk profile and risk appetite statement. Details on our principal risk relating to sustainability is available on page 62. This principal risk is monitored by the ESG Committee and the Executive Committee, with the aim of better managing the broad spectrum of ESG risks. In 2021/22 an internal audit of ESG was conducted and we are using the results to drive further improvements in our measurement and reporting of material issues. Our progress in 2021/22 has seen the level of risk attached to sustainability reduce.

Our performance has been recognised through improved performance in a number of ratings and assessments of our business, including:

- In June 2022, our progress in developing and reporting our performance was recognised with our repeated inclusion in the FTSE4Good UK Index.
- We continue to respond to the CDP questionnaire on Climate Change, demonstrating our continued commitment to identifying, assessing and managing climate-related risks and opportunities across the Group. In 2021, we achieved an 'A' score.
- As of 28 March 2022, Currys performed in the top quartile in the RTS retailing Industry in the S&P Global Corporate Sustainability Assessment with a score of 32 reflecting an improvement of 12 points over the last year.

We're serious about our responsibilities and want to inspire more engaged colleagues and build a business investors feel good about investing in. Environmental targets continue to feature in our annual bonus scorecard with metrics on e-waste collection volumes (5%) and progress to net zero emissions (Scope 1 and 2) (5%). Read more about our remuneration in on page 114.

Being a good employer

Our people are at the centre of who we are because it makes us what we are. Read more about our colleagues including:

- Our new People Plan strategy on pages 18–25.
- Developing talent on pages 22–23.
- Communication and engagement on page 24.
- Creating a culture of well-being on page 25.
- Creating a culture of inclusion and diversity on page 25.
- Health and safety on page 19 and online at www.currysplc.com



Gender pay

→ Read our **Gender Pay Report** online at www.currysplc.com

More information



Tax strategy

→ Read our **Tax Strategy** online at www.currysplc.com

ESG Committee

→ Read the Terms of Reference for the **ESG Committee**: https://www.currysplc.com/media/4zriehtt/currysplcesgcommitteetor_nov21.pdf

Governance

→ Read more about **Governance** at Currys <https://www.currysplc.com/about-us/governance/>