

Brand Reformulation

Sugar tastes good. Everyone knows that. Though there are plenty of zero-calorie flavour substitutes that can mimic the sweetness of sugar, it isn't as simple as a like-for-like swap.

Sugar is responsible for lots more than just the sweetness of a drink. It provides volume, it affects the feel of the liquid in your mouth – getting rid of half the sugar in our drinks without throwing out the taste and texture too was no easy task.

We had 60 drinks to reformulate which meant a mountain of different recipes to trial. We pulled in a hundred members of staff, who worked tirelessly to make it happen and we conducted countless consumer trials along the way to ensure that we were getting it right.

"The environmental and social challenges we face are massive and difficult to solve, and we cannot underestimate how far we need to go. But by going together, working shoulder to shoulder in partnership, we can go further and be bolder."

William Beardmore-Gray, Senior Partner & Group Chair



We work responsibly, in partnership, to enhance people's lives and environments.

The built environment has a significant influence on the challenges we're facing as a society, from climate change and managing our limited natural resources to social inequality. We want our influence to be positive, so we're using our global reach and independent voice to help our clients and sector become a responsible guardian of a sustainable future.

We share the growing concern over important environmental, social and governance (ESG) issues. That's why we're committed to lowering our operational footprint, encouraging a more equitable society, and helping those we work with to do the same. We know that changes by all of us, for all of us, will sustain our planet for generations to come.

Our framework

Our ESG framework and key action areas

• **Restoring the natural environment**

• **Creating an inclusive workplace**

• **Strengthening our communities**

Our ambition

Shaping the industry through partnership

Materiality, governance and reporting

Download our full ESG publication

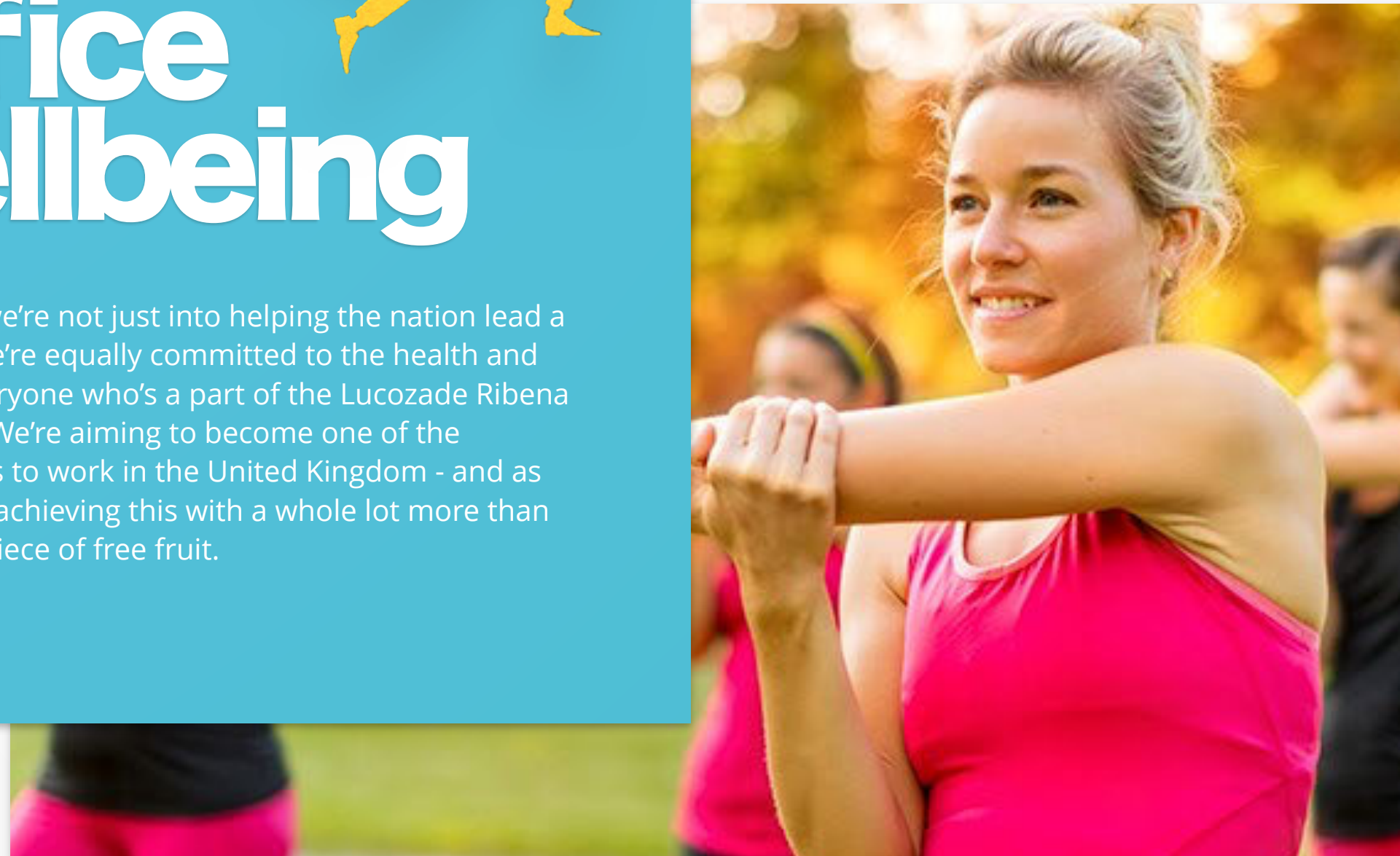




Moving On

Office Wellbeing

As a company, we're not just into helping the nation lead a healthier life. We're equally committed to the health and wellbeing of everyone who's a part of the Lucozade Ribena Suntory family. We're aiming to become one of the healthiest places to work in the United Kingdom - and as you'll see, we're achieving this with a whole lot more than the occasional piece of free fruit.



Made To Move Challenge 1



We walked a collective
69.6 million
steps - that's nearly
1.5 times around
the earth!

Our employees made
10,000
steps per day on
average - that's nearly
five miles a day

The winning team
managed a combined
533,988
steps

**Proof once again that
with a little creativity,
and a dose of competition,
all of us can be a little
more active.**

Everyone has time for that.



Made To Move Challenge 2

**Over 360
employees**

from our Dublin,
Coleford and London
locations switched into
gear and got moving

Our people managed to
walk an incredible
42k miles.

If they'd been walking
around the world, they'd
have circled it 1.7 times

Message proof points

Education

1. Connect To Learn, our flagship ICT education program, is providing quality 21st century education to students who would otherwise lack access

2. Our digital learning solutions are enabling 1 million young people to develop future-ready digital skills by 2025

3. Our UNICEF/Giga partnership will set the foundation to connect every school to the internet by 2030.

Humanitarian Response

1. Our global employee volunteer initiative, Ericsson Response, is a trusted partner for connectivity solutions in humanitarian emergencies

2. Ericsson Response has provided critical communication infrastructure in humanitarian disaster situations for over 20 years

- Ericsson is part of the UNESCO-led Global Education Coalition
- Since 2010, Connect To Learn has been empowering students with quality 21st century education via Ericsson's ICT solutions
- This includes the digital up-skilling of young people to prepare them for a 5G future
- To date, this program has reached over 200,000 students located across 25 countries

- Our digital program, Ericsson Educate, delivers focused online learning content for digital skills to secondary school and university students
- Our innovative Ericsson Digital Lab is an immersive introduction to programming, robotics and automation for students across Sweden, Italy, South Africa and India

- A recent report for Ericsson and UNICEF by The Economist Intelligence Unit found that connecting schools to the internet is key to improved learning outcomes and more prosperous economies. A 10% increase in school connectivity can increase GDP per capita by 1.1%.
- Ericsson has partnered with UNICEF to help identify and overcome connectivity gaps in 35 countries – a critical first step towards providing broad and equitable access to educational opportunity

- Since 2000, Ericsson Response has played a leading role in the UN Emergency Telecommunications Cluster (ETC)
- ETC is a global network of organizations that work together to provide shared communications services in humanitarian emergencies
- Our partners include the World Food Programme, the UN Office for Coordination of Humanitarian Affairs, UNICEF, the Swedish Civil Contingencies Agency MSB, Save the Children and UNHCR

- Ericsson Response has provided support and aid during more than 60 humanitarian crises in 40 countries, beginning with its first missions responding to extreme floods in Algeria and severe drought in Tajikistan
- Since 2010, Ericsson Response has provided aid to; Haiti (2010 earthquake, 2011 cholera outbreak, 2016 Hurricane Matthew); Dominica and Puerto Rico (2017 Hurricanes Irma and Maria); West Africa (2015 Ebola outbreak); the Philippines (2013 Typhoon Haiyan), and more