



JAGUAR LAND ROVER AUTOMOTIVE PLC

# GRI INDEX 2018/19

The non-financial information in the Annual Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (Core option). The data in the report relates to the fiscal year ending 31 March 2019, unless otherwise stated. For a detailed explanation of the indicators, visit the [GRI website](#).

Page references in this index refer to the Annual Report, unless otherwise stated.

 *Full Annual Report 2018/19*

## GENERAL DISCLOSURES

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES																																
<b>GRI 102: GENERAL DISCLOSURES 2016</b>																																		
<b>ORGANISATION PROFILE</b>																																		
102-1	Name of the organization	Jaguar Land Rover Automotive Plc																																
102-2	Activities, brands, products, and services	How our business model creates value p12–13 Our products, our business p23–41																																
102-3	Location of headquarters	Operational footprint p14–15																																
102-4	Location of operations	Operational footprint p14–15																																
102-5	Ownership and legal form	Governance > Investor relations engagement p93 Governance > Directors' report > Material interests in shares p94 Notes to the parent company financial statements p181																																
102-6	Markets served	Operational footprint p14–15																																
102-7	Scale of the organization	Fiscal Year 2018/19 at a glance p3 Operational footprint p14–15 Global sales p76–77 Financial review p78–81 Consolidated financial statements p106 Alternative performance measures > Retail and wholesales p131 Notes to the consolidated financial statements > Employee numbers and costs p134																																
102-8	Information on employees and other workers	<p><b>Total number of employees by gender</b></p> <table border="1"> <thead> <tr> <th></th> <th>FEMALE</th> <th>MALE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td></td> <td>6,443</td> <td>35,261</td> <td><b>41,704</b></td> </tr> </tbody> </table> <p><b>Total number of employees by contract type</b></p> <table border="1"> <thead> <tr> <th></th> <th>FEMALE</th> <th>MALE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>5,469</td> <td>30,841</td> <td></td> </tr> <tr> <td>Fixed term</td> <td>107</td> <td>296</td> <td></td> </tr> <tr> <td>Trainee</td> <td>241</td> <td>879</td> <td></td> </tr> <tr> <td>Others</td> <td>626</td> <td>3,245</td> <td></td> </tr> <tr> <td></td> <td><b>6,443</b></td> <td><b>35,261</b></td> <td><b>41,704</b></td> </tr> </tbody> </table> <p>Data at 31 March 2019</p>		FEMALE	MALE	TOTAL		6,443	35,261	<b>41,704</b>		FEMALE	MALE	TOTAL	Permanent	5,469	30,841		Fixed term	107	296		Trainee	241	879		Others	626	3,245			<b>6,443</b>	<b>35,261</b>	<b>41,704</b>
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## GENERAL DISCLOSURES (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES																																																												
102-8 (continued)	Information on employees and other workers (continued)	<p><b>Total number of employees by employment type by gender</b></p> <table border="1"> <thead> <tr> <th></th> <th>FEMALE</th> <th>MALE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>5,479</td> <td>32,963</td> <td></td> </tr> <tr> <td>Part-time</td> <td>485</td> <td>190</td> <td></td> </tr> <tr> <td>Other</td> <td>479</td> <td>2,108</td> <td></td> </tr> <tr> <td></td> <td><b>6,443</b></td> <td><b>35,261</b></td> <td><b>41,704</b></td> </tr> </tbody> </table> <p><b>Total number of employees by employment contract (permanent and temporary) by region</b></p> <table border="1"> <thead> <tr> <th></th> <th>PERMANENT</th> <th>FIXED TERM</th> <th>TRAINEE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>UK</td> <td>31,468</td> <td>336</td> <td>1,106</td> <td></td> </tr> <tr> <td>Europe</td> <td>2,918</td> <td>30</td> <td>9</td> <td></td> </tr> <tr> <td>US/Can/Mex/LA</td> <td>660</td> <td>3</td> <td>0</td> <td></td> </tr> <tr> <td>China</td> <td>721</td> <td>31</td> <td>5</td> <td></td> </tr> <tr> <td>Asia/Aus</td> <td>403</td> <td>3</td> <td>0</td> <td></td> </tr> <tr> <td>MENA/S.Africa</td> <td>140</td> <td>0</td> <td>0</td> <td></td> </tr> <tr> <td></td> <td><b>36,310</b></td> <td><b>403</b></td> <td><b>1,120</b></td> <td><b>37,833*</b></td> </tr> </tbody> </table> <p>*Nine percent of remaining employees on other contract types. Employee data figures as at 31 March 2019. There are no significant seasonal variations in employee numbers reported. Employee figures do not include casual or external employees, and these do not make up a significant proportion of total workers. Notes to the consolidated financial statements &gt; Employee numbers and costs p134 Responsible business &gt; Gender pay gap report: Key points p65 Governance &gt; Examples of key matters... &gt; Review of the business and operating model p89 Jaguar Land Rover Gender Pay Gap Report 2018 – <a href="#">Downloads</a></p>		FEMALE	MALE	TOTAL	Full-time	5,479	32,963		Part-time	485	190		Other	479	2,108			<b>6,443</b>	<b>35,261</b>	<b>41,704</b>		PERMANENT	FIXED TERM	TRAINEE	TOTAL	UK	31,468	336	1,106		Europe	2,918	30	9		US/Can/Mex/LA	660	3	0		China	721	31	5		Asia/Aus	403	3	0		MENA/S.Africa	140	0	0			<b>36,310</b>	<b>403</b>	<b>1,120</b>	<b>37,833*</b>
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102-9	Supply chain	Slavery and Human Trafficking Statement 2019 – link at the bottom of this <a href="#">page</a> Responsible business > Creating value beyond our boundaries p54–55																																																												
102-10	Significant changes to the organization and its supply chain	Chief Executive Officer's statement p6 How our business model creates value p12–13 Transforming our business: Charge/Accelerate p20–21 Expanding our manufacturing footprint p40–41																																																												
102-11	Precautionary Principle or approach	It is a principle of Jaguar Land Rover to act responsibly towards its employees, shareholders, customers, suppliers, dealers and towards society and the environment – in every business operation across the world. Where impacts and consequences are unknown, Jaguar Land Rover applies a principle of caution in its risk management and decision-making. Risk management p67–73 Our Commitment to Environment and Society – <a href="#">Downloads</a> Responsible business > Acting with responsibility p52																																																												
102-12	External initiatives	Responsible business > Creating value beyond our boundaries > Responsible business verification p55 Responsible business > Advancing environmental innovation p58																																																												

**GENERAL DISCLOSURES** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES			
102-13	Membership of associations				
		<b>MEMBERSHIPS OF ASSOCIATIONS</b>	<b>AREA/ FUNCTION</b>	<b>MEMBERSHIPS OF ASSOCIATIONS</b>	<b>AREA/ FUNCTION</b>
		Membership of regional specific automotive trade bodies, for example: Society of Motor Manufacturers and Traders (SMMT) (UK), European Automobile Manufacturers Association (ACEA) (EU) and Alliance of Automobile Manufacturers (NAAA) (North America).	Corporate Affairs	The Law Society	Legal
		Confederation of British Industry (CBI) (UK)		Information Commissioner's Office (ICO)	
		Engineering Employers Federation (EEF / Make UK) (UK)		Institute of Business Ethics	
		The Whitehall & Industry Group (WIG) (UK)		International Trademark Association	
		CEB Corporate Leadership Council	HR	The Anti-Counterfeiting Group	
		Stonewall		Business Continuity Institute	
		Association of Graduate Recruiters		Intellectual Property Regulation Board	
				Airmic	Finance and Accounting
				Chartered Institute of Payroll Professionals (CIPP)	
				Drive Sustainability	Purchasing
				Achilles Automotive	
				CDP Climate and Water Security	

This list has been compiled according to the GRI definition of memberships of associations.

**STRATEGY**

102-14	Statement from senior decision-maker	Chairman's statement p4 Chief Executive Officer's statement p6
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**ETHICS AND INTEGRITY**

102-16	Values, principles, standards, and norms of behavior	Responsible business > Acting with responsibility p52 Our blueprint for success p10–11 <a href="#">Jaguar Land Rover Code of Conduct*</a>
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**GOVERNANCE**

102-18	Governance structure	Governance p83–95
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**STAKEHOLDER ENGAGEMENT**

102-40	List of stakeholder groups	Key stakeholder groups: Customers, Communities, Employees, Investors, Suppliers, Non-governmental organisations, Policy makers and regulators, Sustainable business/industry groups, Partnerships and charities. Governance > Stakeholders and shareholders p89 Governance > Investor relations engagement p93
102-41	Collective bargaining agreements	77per cent of UK employees are covered by collective bargaining agreements.

**GENERAL DISCLOSURES** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
102-42	Identifying and selecting stakeholders	Governance > Stakeholders and shareholders p89 Governance > Investor relations engagement p93
102-43	Approach to stakeholder engagement	Jaguar Land Rover regularly engages with its key stakeholder groups to understand their priorities. Jaguar Land Rover is currently undergoing a process to engage with stakeholders and identify the issues most relevant to them. Governance > Stakeholders and shareholders p89 Governance > Investor relations engagement p93
102-44	Key topics and concerns raised	Our principal risks p70–73 Jaguar Land Rover's most recent materiality assessment was conducted in 2016. It is currently undertaking the process of reviewing materiality by consulting key stakeholders to determine the most relevant issues for Jaguar Land Rover.
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Operational footprint p14–15 Notes to the consolidated financial statements > Basis of consolidation p111–112 Notes to the parent company financial statements p181
102-46	Defining report content and topic Boundaries	The data in this report relates to all of Jaguar Land Rover's manufacturing and product development operations in the UK and internationally. Some data also refers to global employees at National Sales Companies. Report content is guided by Jaguar Land Rover's existing material issues and principal risk register. Its most recent materiality assessment was conducted in 2016. It is currently undertaking the process of reviewing materiality by consulting key stakeholders to determine the most relevant issues for Jaguar Land Rover.
102-47	List of material topics	Our principal risks p70–73
102-48	Restatements of information	In Jaguar Land Rover's Annual Report 2017/18 it reported: "We are proud to have achieved a 37 per cent reduction in our European fleet average tailpipe CO <sub>2</sub> emissions in just 10 years" (2007 to 2017 data). In the Annual Report 2018/19 it reports: "Between 2007 and 2017 we reduced our European fleet average tailpipe CO <sub>2</sub> emissions by 36.1 per cent" (2007 to 2017 data). Jaguar Land Rover's data refers to the EEA report ref 15/2018 "Monitoring CO <sub>2</sub> emissions from new passenger cars and vans in 2017" published in April 2019, providing the externally verified data for 2007 to 2017 emissions.
102-49	Changes in reporting	Our principal risks p70–73
102-50	Reporting period	The reporting period is from 1 April 2018–31 March 2019.
102-51	Date of most recent report	The previous Annual Report 2017/18 was launched in July 2018. The current Annual Report 2018/19 was launched in August 2019.

**GENERAL DISCLOSURES** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
102-52	Reporting cycle	Jaguar Land Rover reports annually.
102-53	Contact point for questions regarding the report	<a href="mailto:contact@jaguarlandrover.com">contact@jaguarlandrover.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	<a href="#">Jaguar Land Rover GRI Index 2018/19</a>
102-56	External assurance	Jaguar Land Rover does not seek external assurance for the non-financial information contained in this report. Jaguar Land Rover's calculations of carbon footprint for its UK manufacturing and product development sites in 2017–2018 have been assured by Carbon Trust Assurance Limited, certifying its achievement of carbon neutrality in accordance with PAS 2060. For more information contact <a href="mailto:info@carbontrust.com">info@carbontrust.com</a> Independent auditor's report p98–105

\*The Jaguar Land Rover Code of Conduct was issued in 2016 with an effective date of 1 January 2017.

## ECONOMIC

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>ECONOMIC PERFORMANCE</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Competitive business efficiency p70–73 Boundary – 100 per cent of Jaguar Land Rover's business as described in its Annual Report 2018/19
103-2	The management approach and its components	Our blueprint for success p10–11 How our business model creates value p12–13 Our approach to risk p68–69 Financial review p78 Governance > Examples of key matters considered by the Jaguar Land Rover plc Board > Financial performance p89
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>		
201-1	Direct economic value generated and distributed	Financial review p78 Financial performance p79–81
201-2	Financial implications and other risks and opportunities due to climate change	Risk management p68–73 CDP Climate Change Report 2017 – <a href="https://www.cdp.net">https://www.cdp.net</a>
<b>MARKET PRESENCE</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Human capital p70–73 Boundary – employees and contractors
103-2	The management approach and its components	Responsible business > Enhancing education, skills and wellbeing p62–65
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 202: MARKET PRESENCE 2016</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	For Jaguar Land Rover's global operations, salaries are planned, measured and monitored against local market expectations for a premium, automotive brand. Jaguar Land Rover Gender Pay Gap Report 2018 – <a href="#">Downloads</a> Jaguar Land Rover's mean gender pay gap was 5.8 per cent in the reporting year. The information in the Gender Pay Gap Report only refers to UK employee data.
<b>INDIRECT ECONOMIC IMPACTS</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Human capital p70–73 Boundary – employees and contractors; local communities
103-2	The management approach and its components	Responsible business > Acting with responsibility p52

**ECONOMIC** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>		
203-1	Infrastructure investments and services supported	Responsible business > Creating value beyond our boundaries p54–55 Responsible business > Developing technology for good p56–57
203-2	Significant indirect economic impacts	Responsible business > Acting with responsibility p52 Responsible business > Creating value beyond our boundaries p54–55

**PROCUREMENT PRACTICES****GRI 103: MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundaries	Like other automotive manufacturers, Jaguar Land Rover's supply chain is highly complex. Jaguar Land Rover manages this through direct relationships with tier one suppliers, who are expected to comply with Jaguar Land Rover's standard terms and conditions, including certification to ISO14001 or equivalent environmental standard. Jaguar Land Rover recognises this complexity and limitations on the visibility beyond the first tier of the supply chain and considers risk assessments as part of sourcing decisions. Therefore, to date Jaguar Land Rover's work to address slavery and human trafficking risks within its supply chains has been focused primarily on its tier one suppliers. See <a href="#">Downloads</a> for related policies. Slavery and Human Trafficking Statement 2019 – link at the bottom of this <a href="#">page</a> Boundary – employees and contractors; suppliers
103-2	The management approach and its components	Governance p83–95
103-3	Evaluation of the management approach	Governance p83–95

**GRI 204: PROCUREMENT PRACTICES 2016**

204-1	Proportion of spending on local suppliers	Spending with suppliers is a result of the development of Jaguar Land Rover's global presence and collaborations in either research and development, technology development, electrification or new services like shared mobility. For example: Manchester, Gaydon, Whitley, Warwick – UK: Multiple Engineering Facilities Budapest – Hungary: Commodity Engineering Pune – India: Hardware and Software Validation Shanghai – China: Commodity Engineering and Localisation Portland – USA: Software Architecture & System Engineering Shannon – Ireland: Software Engineering The UK is the home of Jaguar Land Rover's design and vehicle development functions, and as such reflects the majority of research and development spend. In addition, the Global Purchasing function in the UK maintains direct relationships with tier one suppliers. They determine the sourcing approach for each commodity by considering planned production volumes, supplier capability and other sourcing efficiencies, resulting in supplier spend by manufacturing location and vehicle line. Finally, Jaguar Land Rover's strategic approach to global supply chains is to balance overall logistics efficiencies with the operational efficiencies associated with local suppliers. The proportion of spend with local suppliers is a result of this activity. Investor Day 2019 – downloaded from <a href="#">Reports and financial downloads</a> > Other presentations Operational footprint p14-15
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**ECONOMIC** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>ANTI-CORRUPTION</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	As a UK-based company, Jaguar Land Rover is subject to the UK Bribery Act with regards to its operations globally. Jaguar Land Rover's Code of Conduct, Anti-Bribery & Corruption Policy and Gifts & Hospitality Policy set out Jaguar Land Rover's stance that it does not tolerate bribery or corruption in any form. The Code and policies apply to anyone working for or on behalf of Jaguar Land Rover globally.  Our principal risks > Unethical and prohibited business practices p70-72
103-2	The management approach and its components	Anti-Bribery and Corruption Policy – <a href="#">Downloads</a> <a href="#">Jaguar Land Rover Code of Conduct*</a> Gifts and Hospitality Policy – <a href="#">Downloads</a>
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 205: ANTI-CORRUPTION 2016</b>		
205-1	Operations assessed for risks related to corruption	Jaguar Land Rover uses a Company-wide bribery and corruption risk assessment that covers all its operations. This is a top-down assessment that looks at all Jaguar Land Rover activities globally and assesses where bribery and corruption risks might exist and, if they do, the likelihood and impact of that risk and quality of mitigation.
205-2	Communication and training about anti-corruption policies and procedures	The Jaguar Land Rover Code of Conduct, Anti-Bribery & Corruption Policy and Gifts & Hospitality Policy are available on the external Jaguar Land Rover corporate website. They are also available internally (along with other corporate policies) for Jaguar Land Rover employees through The Jaguar Land Rover Way intranet. All of the corporate policies are reviewed and refreshed (where required) each year. Policies are currently available in English and have also been translated into Chinese, Portuguese, French and Slovakian. This covers the vast majority of Jaguar Land Rover's current employees. Going forward key policies will be translated into other working languages used in the business. The Jaguar Land Rover Code of Conduct was launched in November 2016 and came into effect from 1 January 2017. The Code of Conduct is supported by e-learning that has been completed by 99.1 per cent of target population (over 17,000 current employees) who were due to complete the training. The Code and the e-learning are available in English and ten other languages (Chinese, Japanese, Russian, Slovakian, French, German, Italian, Spanish, Brazilian Portuguese, Dutch). e-Learning on the Jaguar Land Rover Anti-Bribery & Corruption Policy has also been rolled out to all salaried employees globally in English and nine other business languages. Ninety-nine per cent of current Jaguar Land Rover employees due to do the training have done so (over 17,000 employees). In addition, approximately 12,750 agency and contract staff have also completed this training. As part of Jaguar Land Rover's Bribery and Corruption risk assessment, Jaguar Land Rover has met individually with Board of Management and senior executive members and discussed the UK Bribery Act requirements. Jaguar Land Rover has also delivered a bribery and corruption awareness presentation.  Our principal risks > Unethical and prohibited business practices p70–72  Anti-Bribery and Corruption Policy – <a href="#">Downloads</a> <a href="#">Jaguar Land Rover Code of Conduct*</a> Gifts and Hospitality Policy – <a href="#">Downloads</a>
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption for Jaguar Land Rover's benefit involving Jaguar Land Rover employees or others working on behalf of the Company.

**ECONOMIC** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>ANTI-COMPETITIVE BEHAVIOUR</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Jaguar Land Rover's Code of Conduct includes performance expectations around anti-competitive behaviour for all global operations and there have been no incidents of legal action for anti-competitive behaviour, anti-trust or monopoly practices during the reporting period. Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; dealerships and customers; employees and contractors; local communities; local and national government; suppliers Our principal risks > Unethical and prohibited business practices p70–73 Governance p83–95
103-2	The management approach and its components	<a href="#">Jaguar Land Rover Code of Conduct*</a>
103-3	Evaluation of the management approach	<a href="#">Jaguar Land Rover Code of Conduct*</a> Governance p83–95
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016</b>		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There have been no incidents of legal action for anti-competitive behaviour, anti-trust or monopoly practices during the reporting period.

\*The Jaguar Land Rover Code of Conduct was issued in 2016 with an effective date of 1 January 2017.

**ENVIRONMENTAL**

GRI STANDARD      GRI DISCLOSURE

LOCATION AND NOTES

**MATERIALS**

**GRI 103: MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundaries	<p>Jaguar Land Rover sources a variety of materials from a highly complex supply chain, where spend is split by either vehicle components or non-production spend like new facilities or marketing spend on events like motor shows.</p> <p>Spend on components is grouped mainly through commodities like aluminium for vehicle bodies, or engine assemblies, wiring harnesses or fuel systems.</p> <p>All spend is governed through Jaguar Land Rover terms and conditions, associated with purchase orders.</p> <p>Principal materials sourced are aluminium, steel and other metals-based products. Others include plastics-based components, electronic-based materials and technological materials for interior trim, glass, leather, rubber and oil.</p> <p>For non-production, principal materials are sourced for IT, innovations and research and development.</p> <p>Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; customers; employees and contractors; local and national government; suppliers</p>
103-2	The management approach and its components	Responsible business > Embracing the circular economy p61
103-3	Evaluation of the management approach	Governance p83–95

**GRI 301: MATERIALS 2016**

301-1	Materials used by weight or volume		
		<b>CHERY JAGUAR LAND ROVER (CJLR) MATERIAL MASS (t)</b>	<b>JAGUAR LAND ROVER MATERIAL MASS (t)</b>
		Non-renewable	101,730
		Renewable	440
		Total	102,169
			1,041,911
			7,648
			1,049,559

The information given in this section has been calculated on the amount of material categorised as *modified organic material*, to include renewables like wood and cardboard.

Jaguar Land Rover has invested significantly in closed-loop aluminium process for its vehicles as part of its strategy to introduce a circular economy and operate as a zero waste business. Aluminium is one of Jaguar Land Rover's most material purchased commodities and investing in closed loop reduces Jaguar Land Rover's CO<sub>2</sub> emissions as well as spend. However, recycled content from a non-renewable source, such as aluminium, is included as a non-renewable resource in this category.

The data provided does not include process materials, packaging and waste materials generated during manufacture. Results were compiled using 46 representative material models of Jaguar Land Rover vehicles. A number of these vehicle models were based on material data submitted by suppliers through the International Materials Data System (IMDS). Other model results were estimated based on these core vehicle models. Renewable resources have been identified as materials within the material VDA category "7.1 – Modified organic natural materials (e.g. leather, wood, cardboard, cotton fleece)".

Responsible business > Embracing the circular economy p61

**ENERGY**

**GRI 103: MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundaries	<p>Our principal risks &gt; Environmental regulations and compliance p70–72</p> <p>Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; dealerships and customers; local and national government; suppliers</p>
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**ENVIRONMENTAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
103-2	The management approach and its components	Responsible business > Advancing environmental innovation p58–59 Jaguar Land Rover's UK manufacturing and product development operations have been certified as Carbon Neutral by the Carbon Trust, effective April 2017 to March 2018. This is achieved through energy efficiency, the purchase of zero carbon electricity, electricity generation at Jaguar Land Rover sites and then carbon offsetting the remaining, unavoidable emissions.
103-3	Evaluation of the management approach	Governance p83–95

**GRI 302: ENERGY 2016**

302-1	Energy consumption within the organization	<p><b>ENERGY USE AND EMISSIONS</b></p> <p>Energy use per car 2.09 MWh per vehicle (based on UK: Solihull, Castle Bromwich, Halewood. China 100% of CJLR/Changshu. Brazil: Itatiaia. Austria: Graz)</p> <p>Total energy 1,368,857 MWh (based on the sites listed in Energy use per car, plus UK: Gaydon, Whitley, Engine Manufacturing Centre (EMC) and CJLR/Changshu: Engine Manufacturing Centre (EMC). Location-based conversions.)</p> <p>CO<sub>2</sub> per car 0.52 tonnes (based on the sites listed in Energy use per car) location-based conversion.</p> <p>Total CO<sub>2</sub> 349,567 tonnes (based on the sites listed in Total energy)</p> <p>Jaguar Land Rover purchases a small amount of steam for CJLR/Changshu (18/19 = 10,188 tonnes steam). See also Jaguar Land Rover CDP Climate response – <a href="https://www.cdp.net">https://www.cdp.net</a></p>
302-5	Reductions in energy requirements of products and services	Responsible business > Advancing environmental innovation > Reducing vehicle emissions p58–59

**WATER****GRI 103: MANAGEMENT APPROACH 2016**

103-1	Explanation of the material topic and its Boundaries	Boundary, as defined by CDP Water Security index, is abstraction direct to Jaguar Land Rover sites, measured as an absolute withdrawal in m <sup>3</sup> . Split into potable water metered from towns mains supply, direct from river abstraction in Brazil (treatment and return) also rainwater harvesting where installed on sites and bore hole extraction under permit at Castle Bromwich. Scope for data: UK manufacturing assembly (Castle Bromwich, Halewood and Solihull), Engine Manufacturing Centre (Wolverhampton) and product development sites (Gaydon and Whitley). Global vehicle manufacturing sites in Itatiaia, Brazil, and CJLR/Changshu and contract manufacturing for I-PACE in Graz, Austria. Nitra plant in Slovakia (commission and ramp up within reporting year) and vehicle assembly plant at Pune, India, excluded.
103-2	The management approach and its components	Reduction of absolute water withdrawal and use in m <sup>3</sup> , for vehicle and engine manufacturing assembly sites, also non-production sites in the UK. In addition, a water intensity measure of m <sup>3</sup> per engine or vehicle built at all global sites. In the UK, actions to reduce water use in line with 2020 target of 30 per cent reduction in operating water use per vehicle built vs 2007 baseline. Responsible business > Advancing environmental innovation > Increasing water efficiency p59
103-3	Evaluation of the management approach	Water as a utility is included on individual site scorecards, with annual targets developed via a Water Focus Group. Governance p83–95

**ENVIRONMENTAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>GRI 303: WATER 2016</b>		
303-1	Water withdrawal by source	Total volume of water withdrawn in 2018/19, to the sites in this reporting scope, is 1,787,744 m <sup>3</sup> . All sites have main metering to sites. Current sub metering capability shows this water draw down is split by:
		Mains/Potable water 1,664,507 m <sup>3</sup>
		Borehole 104,836 m <sup>3</sup>
		Rainwater harvesting 1,850 m <sup>3</sup>
		Surface water 16,851 m <sup>3</sup>
Responsible business > Advancing environmental innovation > Increasing water efficiency p59		

<b>BIODIVERSITY</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Boundary – Property list for Jaguar Land Rover sites is managed by tenancy agreement type. Subsidiary sites outside of this are managed by the relevant functional operations. All these global sites are risk rated by tenure, area and operation type, including biodiversity impacts.
103-2	The management approach and its components	Risk rating results dictate whether the site is included in Jaguar Land Rover’s overall environmental management system (EMS) for biodiversity aspects, therefore subject to overall compliance, obligations and permits.
103-3	Evaluation of the management approach	Jaguar Land Rover’s EMS is audited annually, to ISO14001 standard. Jaguar Land Rover has recently been re-certified to the new ISO14001 standard, effective August 2019 and applicable for the next three years.

<b>GRI 304: BIODIVERSITY 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Jaguar Land Rover’s freehold and leased properties are screened for risk as part of the EMS based on operation type, area (m <sup>2</sup> ) and tenure. Those sites near to protected areas (statutory and non-statutory) consider their environmental impacts relating to sensitive habitats as part of Jaguar Land Rover’s EMS. In 2016/17, as part of UK facilities investment at Whitley, Gaydon and Fen End, environmental and ecological constraints maps were included in the master plans. In addition habitat value maps have been created for Jaguar Land Rover’s UK manufacturing and product development sites.
304-2	Significant impacts of activities, products, and services on biodiversity	All Jaguar Land Rover sites (owned, leased and managed) are required to have an Environmental Aspects Register to identify, record, prioritise and manage environmental impacts. Jaguar Land Rover Construction and Refurbishment sustainability standards provide best practice for each project, including recognised international green building codes such as BREEAM and LEED. Environmental Impact Assessments are required for all projects, including work that involves the disturbance of any animal species, natural habitats, protected sites, plants or trees. Control measures are then put in place.
304-3	Habitats protected or restored	For Gaydon and Fen End (Jaguar Land Rover Vehicle Operations site), UK, there are periodic reviews by independent ecological consultants for areas operating nature conservation management plans.  Creating value beyond our boundaries > Helping improve the natural environment in Brazil p55  In Brazil, significant tree planting has taken place on land adjacent to the manufacturing plant to increase the reforestation along watercourses. Jaguar Land Rover also participates in a natural protection area associated with the River Paraíba do Sul.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	In the UK, all environmental impact assessments (under the EU Directive) are required to consider species of international, national and regional concern. Jaguar Land Rover is required to be compliant to two principal pieces of UK legislation: the Conservation of Habitats and Species Regulations 2017 (SI 2017/1012) and the Wildlife and Countryside Act 1981. Also Jaguar Land Rover is required to comply with the National Planning Policy Framework in the UK with regards to nature conservation.

**ENVIRONMENTAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>EMISSIONS</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Environmental regulations and compliance p70–72 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; dealerships and customers; local and national government; suppliers
103-2	The management approach and its components	Industry opportunities p18–19 The road to Destination Zero p44–47 Responsible business > Acting with responsibility p52 Responsible business > Advancing environmental innovation p58–59
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 305: EMISSIONS 2016</b>		
305-1	Direct (Scope 1) GHG emissions	<p><b>EMISSIONS</b></p> <p>CO<sub>2</sub> per car 0.52 tonnes (based on UK: Solihull, Castle Bromwich, Halewood. CJLR /Changshu 100% of JV. Brazil: Itatiaia. Austria: Graz) location-based conversion.</p> <p>Total CO<sub>2</sub> 349,567 tonnes (based on UK: Solihull, Castle Bromwich, Halewood. CJLR /Changshu 100% of JV. Brazil: Itatiaia. Austria: Graz. Plus UK: Gaydon, Whitley, Engine Manufacturing Centre (EMC) and China: EMC). Location-based conversions.</p> <p>Responsible business &gt; Advancing environmental innovation p58–59 Scope 1: based on purchase gas 140,759 tonnes (UK: Solihull, Halewood, Castle Bromwich, Gaydon, Whitley, EMC. CJLR /Changshu 100% of JV, Brazil: Itatiaia, Austria: Graz) Jaguar Land Rover’s UK vehicle manufacturing and product development sites are carbon neutral, certified for April 2017 to March 2018. Jaguar Land Rover follows the greenhouse gas reporting protocol (corporate accounting). The UK data has also been verified by the Carbon Trust against PAS 2060 for carbon neutrality. Jaguar Land Rover does not generate any biogenic CO<sub>2</sub> at any of its sites. However, through Jaguar Land Rover’s Green Energy contract with EDF a proportion of its purchased energy mix does come from biogenic sources. See also Jaguar Land Rover CDP Climate response – <a href="https://www.cdp.net">https://www.cdp.net</a></p>
<b>EFFLUENTS AND WASTE</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Environmental regulations and compliance p70–72 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics
103-2	The management approach and its components	Responsible business > Acting with responsibility p52 Responsible business > Embracing the circular economy p61
103-3	Evaluation of the management approach	Governance p83–95

**ENVIRONMENTAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES				
<b>GRI 306: EFFLUENTS AND WASTE 2016</b>						
306-2	Waste by type and disposal method	<b>REUSED</b> (tonnes)	<b>RECYCLED</b> (tonnes)	<b>RECOVERED</b> (tonnes)	<b>LANDFILL – HAZARDOUS WASTE ONLY</b> (tonnes)	<b>TOTAL</b> (tonnes)
		719	31,911	12,633	344	<b>45,607</b>
Data based on UK vehicle and engine manufacturing, UK product development, Brazil manufacturing and vehicle and engine manufacture in China at CJLR/ Changshu. Data excludes metal waste. Responsible business > Acting with responsibility p52 Responsible business > Embracing the circular economy p61						

**ENVIRONMENTAL COMPLIANCE**

<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Environmental regulations and compliance p70–72 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; dealerships and customers; suppliers
103-2	The management approach and its components	Responsible business > Acting with responsibility p52 Responsible business > Advancing environmental innovation p58–59 Our Commitment to Environment and Society – <a href="#">Downloads</a>
103-3	Evaluation of the management approach	Governance p83–95

<b>GRI 307: ENVIRONMENTAL COMPLIANCE 2016</b>		
307-1	Non-compliance with environmental laws and regulations	For vehicles/tailpipe regulation compliance: Jaguar Land Rover has received no fines or non-monetary sanctions that it is aware of relating to environmental legislation for 2018/19. Jaguar Land Rover forecast compliance to European standards with no fines being levied. <a href="#">EPA 2018 Automotive Trend Report</a> Jaguar Land Rover's Cycle Plans deliver compliance within that three-year period due to the introduction of PHEV and BEV models. NHTSA website <a href="#">CAFE Public Information Center</a> (data only available to 2016). Jaguar Land Rover has not paid any fines to NHTSA since 2013MY, instead purchasing CAFE credits from various third-party original equipment manufacturers. For operations compliance, Jaguar Land Rover is not aware of any fines or sanctions.

**ENVIRONMENTAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Environmental regulations and compliance p70–72 Boundary – employees and contractors; suppliers
103-2	The management approach and its components	Jaguar Land Rover requires all production suppliers to be certified to the international environmental management standard ISO14001 and to demonstrate the ability to accommodate the requirements of its Supplier Code on Sustainability. Jaguar Land Rover's global terms and conditions, Code of Conduct and Human Rights Policy serve to help suppliers to meet globally expected standards. If Jaguar Land Rover has concerns with suppliers, it works with them to improve conditions. It reserves the right to deselect suppliers if they fail to make the required improvements within a reasonable timeframe.
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>		
308-1	New suppliers that were screened using environmental criteria	Jaguar Land Rover expects all production suppliers to be certified to the international environmental management standard ISO14001 or equivalent. Jaguar Land Rover requests production suppliers to register to the Achilles Automotive community, which includes extensive questions around labour practices, human rights and environmental performance. For the reporting period 76 per cent of Jaguar Land Rover's invited suppliers had completed their registration on the Achilles database.

\*The Jaguar Land Rover Code of Conduct was issued in 2016 with an effective date of 1 January 2017.



## SOCIAL

GRI STANDARD    GRI DISCLOSURE

LOCATION AND NOTES

## EMPLOYMENT

## GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundaries	Our principal risks > Human capital p70–73 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; employees and contractors; local and national government; suppliers
103-2	The management approach and its components	Responsible business > Enhancing education, skills and wellbeing p62–65
103-3	Evaluation of the management approach	Governance p83–95

## GRI 401: EMPLOYMENT 2016

401-1	New employee hires and employee turnover	<b>Total number of new employee hires by gender</b>			
		<b>FEMALE</b>	<b>MALE</b>	<b>TOTAL</b>	
		Hire	1,593	4,727	<b>6,320</b>
		Retirement/ separation	1,594	6,661	<b>8,255</b>
		As part of its business transformation strategy, Jaguar Land Rover is focused on recruiting digital, technology and engineering skills to support its transformation to electrification in products and mobility services. Our principal risks > Human capital p70–73			
401-3	Parental leave	Parental leave			
		<b>Total number of employees entitled to parental leave by gender</b>			
			<b>FEMALE</b>	<b>MALE</b>	
		Adoption leave <sup>1</sup>	4,179	28,190	
		Maternity leave – paid <sup>2</sup>	4,179	n/a	
		Maternity leave – unpaid <sup>2</sup>	4,300	n/a	
		Shared parental leave	4,179	28,190	
		Paternity leave	4,300	28,610	
Parental leave	3,727	26,372			

Figures are for UK-based employees, although all employees with relevant service are eligible for leave in line with local country norms.

1 Figures for UK employees; however, adoption and parental leave applies to all employees with relevant service criteria.

2 Figures for UK employees; however, all employees with relevant service criteria are eligible for leave in line with local country norms.

**SOCIAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Human capital p70–73 Boundary – employees and contractors; suppliers
103-2	The management approach and its components	Health and Safety Policy – <a href="#">Download</a>
103-3	Evaluation of the management approach	Governance p83–95

**GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016**

403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<b>Jaguar Land Rover Employees</b>		
			<b>PROCESS-RELATED INCIDENTS</b>	<b>NON-PROCESS-RELATED INCIDENTS</b>
		Total number of incidents with lost time	31	56
		Total number of days lost	1,306	
		Total number of incidents with no lost time	857	
		<b>Contractors</b>		
			<b>PROCESS-RELATED INCIDENTS</b>	<b>NON-PROCESS-RELATED INCIDENTS</b>
		Total number of incidents with lost time	12	5
		Total number of incidents with no lost time	240	

Of the figures shown, all incidents took place in Europe, apart from one incident with no lost time involving a Jaguar Land Rover employee, and one incident with lost time involving a contractor; both of which took place in the US. Jaguar Land Rover does not currently report the type of injury or occupational disease rate (ODR). It does not currently break down the lost time case rate or occupational absence rate by gender. It does not currently report lost time data for non-process-related incidents or for independent contractors. The information is subject to specific confidentiality constraints and is not reported due to sensitivity reasons.

**TRAINING AND EDUCATION**

<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Human capital p70–73 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; employees and contractors; local and national government; suppliers
103-2	The management approach and its components	Responsible business > Enhancing education, skills and wellbeing p62–65
103-3	Evaluation of the management approach	Governance p83–95

## SOCIAL (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES																
<b>GRI 404: TRAINING AND EDUCATION 2016</b>																		
404-1	Average hours of training per year per employee	<p>Great Line Manager training has been undertaken by all management level employees in this reporting year, as part of Jaguar Land Rover's business transformation process and in response to the annual employee pulse survey.</p> <p>Average hours of training per year per employee:</p> <table border="1"> <thead> <tr> <th>By Gender</th> <th>FEMALE</th> <th>MALE</th> </tr> </thead> <tbody> <tr> <td>Average hours training per year</td> <td>5.7 hours</td> <td>6.4 hours</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>By Employee Category</th> <th>AVERAGE HOURS TRAINING PER YEAR</th> </tr> </thead> <tbody> <tr> <td>Senior Management</td> <td>4 hours</td> </tr> <tr> <td>Middle Management</td> <td>4.9 hours</td> </tr> <tr> <td>Other White Collar</td> <td>5.4 hours</td> </tr> <tr> <td>Blue Collar</td> <td>4.2 hours</td> </tr> </tbody> </table> <p>Responsible business &gt; Enhancing education, skills and wellbeing p62–65</p>	By Gender	FEMALE	MALE	Average hours training per year	5.7 hours	6.4 hours	By Employee Category	AVERAGE HOURS TRAINING PER YEAR	Senior Management	4 hours	Middle Management	4.9 hours	Other White Collar	5.4 hours	Blue Collar	4.2 hours
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Other White Collar	5.4 hours																	
Blue Collar	4.2 hours																	
404-2	Programs for upgrading employee skills and transition assistance programs	Responsible business > Enhancing education, skills and wellbeing p62–65																
404-3	Percentage of employees receiving regular performance and career development reviews	<p>Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p> <p><b>Salaried/FTC employees</b> – for the 2018/19 performance year, all salaried and fixed-term contract employees were included in the year-end performance process (any employee in role on Monday 4 March, c 20,500 employees internationally).</p> <p><b>Hourly employees (UK only)</b> – for 2018/19, 95 per cent of the UK hourly population had a competency assessment completed for them, with 77 per cent having a performance discussion 1-1 with their manager.</p> <p><b>Undergraduates</b> – 100 per cent of undergraduates receive a performance review six–eight weeks ahead of their placement end date.</p>																

## DIVERSITY AND EQUAL OPPORTUNITY

## GRI 103: MANAGEMENT APPROACH 2016

103-1	Explanation of the material topic and its Boundaries	Jaguar Land Rover recognises and values the impact of diversity and inclusion within its management boundary. Our principal risks > Human capital p70–73
103-2	The management approach and its components	Responsible business > Promoting diversity in engineering p64 <a href="https://www.jaguarlandroverretailerapprenticeships.co.uk/inclusion-equality-diversity">Furthering futures campaign</a> <a href="https://www.jaguarlandroverretailerapprenticeships.co.uk/inclusion-equality-diversity">https://www.jaguarlandroverretailerapprenticeships.co.uk/inclusion-equality-diversity</a>
103-3	Evaluation of the management approach	Governance > Directors' report > Diversity policy p95

**SOCIAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES								
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>										
405-1	Diversity of governance bodies and employees	<p>Responsible business &gt; Promoting diversity in engineering p64</p> <p>Jaguar Land Rover's mean gender pay gap was 5.8 per cent in the reporting year.</p> <p>Responsible business &gt; 2018 Gender Pay Gap Report – Key points</p> <p>Jaguar Land Rover Gender Pay Gap Report 2018 – <a href="#">Downloads</a></p> <table border="1"> <thead> <tr> <th></th> <th>FEMALE</th> <th>MALE</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Total employee count by gender</td> <td>6,443</td> <td>35,261</td> <td>41,704</td> </tr> </tbody> </table> <p>The Governance body level meeting structure is provided in the <a href="#">Annual Report 2018/19</a>. Jaguar Land Rover does not gather data relating to diversity at governance body level positions.</p> <p>Governance &gt; Leadership p85-87</p>		FEMALE	MALE	TOTAL	Total employee count by gender	6,443	35,261	41,704
	FEMALE	MALE	TOTAL							
Total employee count by gender	6,443	35,261	41,704							
<b>CHILD LABOUR</b>										
<b>GRI 103: MANAGEMENT APPROACH 2016</b>										
103-1	Explanation of the material topic and its Boundaries	<p>Our principal risks &gt; Unethical and prohibited business practices p70–72</p> <p>Our principal risks &gt; Human capital p70–73</p> <p>Work that Jaguar Land Rover has done alongside the work for its Modern Slavery Programme indicates that there is a low risk of child labour occurring in its own operations.</p> <p>In addition to Jaguar Land Rover's own operations, it is also working to assess and understand human rights risks , including child labour, in its supply chain. Jaguar Land Rover has not identified any child labour issues in its supply chain to date.</p>								
103-2	The management approach and its components	Human Rights Policy 2019 – <a href="#">Downloads</a>								
103-3	Evaluation of the management approach	Governance p83–95								
<b>GRI 408: CHILD LABOUR 2016</b>										
408-1	Operations and suppliers at significant risk for incidents of child labour	<p>Jaguar Land Rover's Human Rights policy states, "Jaguar Land Rover does not employ anyone under the age of 15 at our workplaces". Suppliers of Jaguar Land Rover must adhere to the same policy agreements. No incidents or concerns have been raised in the period, in Jaguar Land Rover operations or with suppliers, regarding child labour. None of Jaguar Land Rover's operations are considered to have significant risk for incidents of child labour or young workers exposed to hazardous work.</p> <p>Human Rights Policy 2019 – <a href="#">Downloads</a></p> <p>Slavery and Human Trafficking Statement 2019 – Link at the bottom of <a href="#">this page</a>.</p>								

**SOCIAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>FORCED OR COMPULSORY LABOUR</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Unethical and prohibited business practices p70–72 Our principal risks > Human capital p70–73 Jaguar Land Rover's approach to this issue is articulated in its annual Slavery and Human Trafficking Statement. In this statement Jaguar Land Rover notes that the risk assessment work that it has done has led it to conclude that the risk of modern slavery issues occurring within its operations is low. In addition to Jaguar Land Rover's operations, Jaguar Land Rover is also working to assess and understand the modern slavery risks in Jaguar Land Rover's supply chain. To date Jaguar Land Rover's efforts have concentrated on its tier one suppliers. The results of that work to date is set out in Jaguar Land Rover's annual Slavery and Human Trafficking Statement. Jaguar Land Rover has not identified any slavery or human trafficking issues in its supply chain to date.
103-2	The management approach and its components	Slavery and Human Trafficking Statement 2019 – Link at the bottom of <a href="#">this page</a> Human Rights Policy 2019 – <a href="#">Downloads</a>
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 409: FORCED OR COMPULSORY LABOUR 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Slavery and Human Trafficking Statement 2019 – Link at the bottom of <a href="#">this page</a> Human Rights Policy 2019 – <a href="#">Downloads</a>
<b>HUMAN RIGHTS ASSESSMENT</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Unethical and prohibited business practices p70–72 Our principal risks > Human capital p70–73 Boundary – employees and contractors; suppliers
103-2	The management approach and its components	Slavery and Human Trafficking Statement 2019 – Link at the bottom of <a href="#">this page</a> . Human Rights Policy 2019 – <a href="#">Downloads</a>
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 412: HUMAN RIGHTS ASSESSMENT 2016</b>		
412-2	Employee training on human rights policies or procedures	Currently 99.1 per cent of Jaguar Land Rover employees have received Code of Conduct training, which includes some human rights content. Other employees, deemed to hold key positions in which they can spot issues arising (e.g. HR, purchasing) receive specialist human rights training. Currently 99.2 per cent of the target population have done this training. Jaguar Land Rover also produces employee fact sheets on human rights and modern slavery, which are distributed to Jaguar Land Rover staff globally on an annual basis. Jaguar Land Rover does not gather data on total hours spent on training on human rights policies. Slavery and Human Trafficking Statement 2019 > Link at the bottom of <a href="#">this page</a> <a href="#">Jaguar Land Rover Code of Conduct*</a> Human Rights Policy 2019 – <a href="#">Downloads</a>

## SOCIAL (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>LOCAL COMMUNITIES</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Jaguar Land Rover's corporate social responsibility (CSR) activity takes a global approach with local application. Initiatives fall within one of four categories: 1. Global – An activity addressing global issues and business objectives. 2. Regional – Delivering social impact across one region through widespread activity with a consistent theme. 3. Local – Meeting the specific requirements of one country to address national priorities with a local lens of the world. 4. Hyperlocal – Initiatives in the communities in which Jaguar Land Rover operates, often within the “shadow” of its major facilities.
103-2	The management approach and its components	Policies regarding employee volunteering and community support are published on the Jaguar Land Rover intranet. The policies are currently undergoing a review as part of an overall review of the Social Impact programme and to align with the process outlined below:
103-3	Evaluation of the management approach	Jaguar Land Rover's local community projects must be relevant to one or both of its key Responsible Business imperatives – “Creating Value Beyond our Boundaries” or “Developing Technology for Good”. Projects must use one or both of the key assets, unique to Jaguar Land Rover – “The Talent of our People” or “The Technology in our Products”. Projects must deliver one or more of these outcomes: Engaged and passionate people, Education pathways, Resilient communities, Corporate reputation, Brand awareness, Sustainability, Social enterprise. Projects must deliver tangible benefits to Society, Business, Supply Chain, Customers, Colleagues, Environment. A process is used to ascertain what is the right project (volunteering, partnerships, social impact) and provides a framework to measure, evaluate and report back.
<b>GRI 413: LOCAL COMMUNITIES 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	Responsible business > Creating value beyond our boundaries p54–55 100 per cent of Jaguar Land Rover's operations have implemented local community engagement, impact assessments and/or development programmes through Jaguar Land Rover global CSR programme. However, the degree to which each of these is implemented will vary from site to site according to local factors. Jaguar Land Rover's hyperlocal approach to CSR ensures that local community development programmes are based on local communities' needs – for example, Gro-Organic in Solihull provides the local community with an allotment on which to grow food to supply the local foodbank, and provides training and development opportunities to local NEET (not in employment, education or training) residents. Stakeholder mapping is undertaken at Jaguar Land Rover's main sites to ensure local activities are aligned to local needs, and key local groups are engaged throughout the process.
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Unethical and prohibited business practices p70–72 Our principal risks > Human capital p70–73 Boundary – employees and contractors; suppliers
103-2	The management approach and its components	<a href="#">Jaguar Land Rover Code of Conduct*</a> Human Rights Policy 2019 – <a href="#">Downloads</a> Slavery and Human Trafficking Statement 2019 – Link at the bottom of <a href="#">this page</a>
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>		
414-1	New suppliers that were screened using social criteria	Jaguar Land Rover requests production suppliers to register to the Achilles Automotive community, which includes extensive questions around labour practices, human rights and environmental performance. For the reporting period 76 per cent of Jaguar Land Rover's invited suppliers had completed their registration on the Achilles database.

**SOCIAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>PUBLIC POLICY</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Legal and compliance p70–72 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; dealerships and customers; employees and contractors; local communities; local and national government; suppliers
103-2	The management approach and its components	<a href="#">Jaguar Land Rover Code of Conduct*</a>
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 415: PUBLIC POLICY 2016</b>		
415-1	Political contributions	The Jaguar Land Rover Code of Conduct and policy states that it does not make monetary payments to or provide other support for political parties or candidates and it has not done so in the reporting period. <a href="#">Jaguar Land Rover Code of Conduct*</a>
<b>CUSTOMER HEALTH AND SAFETY</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Product liability and recalls p70–73 Boundary – innovation, research and technology; design and engineering; dealerships and customers
103-2	The management approach and its components	Jaguar Land Rover prioritises safety considerations at every stage of a vehicle's design and development. All Jaguar Land Rover's vehicles undergo rigorous assessment, by Jaguar Land Rover's own safety teams and the majority of cases are also assessed by Euro NCAP, the independent assessor of vehicle safety in Europe. The road to Destination Zero p44–47 <a href="#">Quality, dependability and reliability</a> – This example is for Jaguar.
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	The road to Destination Zero p44–47 Our products, our business > The award-winning Jaguar I-PACE p26–27 The safety specifications of Jaguar Land Rover's vehicles continue to evolve based on changes to legislation, consumer test protocols and its own developments. All of Jaguar Land Rover's vehicles, where applicable, have been tested to NCAP standards and have achieved NCAP rating 5. See Jaguar Land Rover's NCAP ratings <a href="#">here</a>

**SOCIAL** (continued)

GRI STANDARD	GRI DISCLOSURE	LOCATION AND NOTES
<b>SOCIOECONOMIC COMPLIANCE</b>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>		
103-1	Explanation of the material topic and its Boundaries	Our principal risks > Legal and compliance p70–72 Boundary – innovation, research and technology; design and manufacturing; manufacturing operations; logistics; dealerships and customers; employees and contractors; local communities; local and national government; suppliers
103-2	The management approach and its components	<a href="#">Jaguar Land Rover Code of Conduct*</a>
103-3	Evaluation of the management approach	Governance p83–95
<b>GRI 419: SOCIOECONOMIC COMPLIANCE 2016</b>		
419-1	Non-compliance with laws and regulations in the social and economic area	There have been no incidents of significant fines or non-monetary sanctions for non-compliance with laws and regulation during the reporting period.

\*The Jaguar Land Rover Code of Conduct was issued in 2016 with an effective date of 1 January 2017.