



SUSTAINABILITY REPORT 2014/15

JAGUAR LAND ROVER AUTOMOTIVE PLC

GRI INDEX

This report is in accordance with the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines at the Core level. The data in this report relates to the Fiscal Year ending 31 March 2015, unless otherwise stated. For a detailed explanation of the indicators, visit the [GRI website](#).

 *Full Sustainability Report 2014/15*

GENERAL STANDARD DISCLOSURES

GENERAL STANDARD DISCLOSURES	DESCRIPTION	LOCATION																		
STRATEGY AND ANALYSIS																				
G4-1	CEO statement	Our approach: Building a sustainable future, p02																		
ORGANIZATIONAL PROFILE																				
G4-3	Name of the organization	Our approach: About Jaguar Land Rover, p04																		
G4-4	Primary brands, products, and/or services	Our approach: About Jaguar Land Rover, p04																		
G4-5	Location of organization's headquarters	Our approach: About Jaguar Land Rover, p04																		
G4-6	Number of countries where the organization operates, and countries with major operations or relevant to sustainability issues	Our approach: About Jaguar Land Rover, p04																		
G4-7	Nature of ownership and legal form	Our approach: About Jaguar Land Rover, p04																		
G4-8	Markets served	Our approach: About Jaguar Land Rover, p04																		
G4-9	Scale of the reporting organization	Our approach: About Jaguar Land Rover, p04 Our approach: Building a sustainable future, p02 Annual report 2014–15: Our locations, p10–11 Annual report 2014–15: Financial statements, p97–100																		
G4-10	Employees by employment contract and gender	<p>a. Total number of employees by employment contract and gender. (Estimated average year numbers derived from the analysis of year-end figures. Figure only includes Jaguar Land Rover employees – not agency or casual.)</p> <table border="1"> <thead> <tr> <th></th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>Number of indefinite or permanent contract employees</td> <td>20,889</td> <td>2,604</td> </tr> <tr> <td>Number of fixed-term or temporary contract employees</td> <td>588</td> <td>94</td> </tr> </tbody> </table> <p>b. Total number of permanent employees by employment type and gender. (Estimated average year numbers derived from the analysis of year-end figures. Figures do not include agency as we do not hold full-time/part-time data for these individuals.)</p> <table border="1"> <thead> <tr> <th></th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>Number of full-time employees</td> <td>21,415</td> <td>2,435</td> </tr> <tr> <td>Number of part-time employees</td> <td>67</td> <td>265</td> </tr> </tbody> </table>		MALE	FEMALE	Number of indefinite or permanent contract employees	20,889	2,604	Number of fixed-term or temporary contract employees	588	94		MALE	FEMALE	Number of full-time employees	21,415	2,435	Number of part-time employees	67	265
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Number of part-time employees	67	265																		

GENERAL STANDARD DISCLOSURES (continued)

GENERAL STANDARD DISCLOSURES	DESCRIPTION	LOCATION		
G4-10 (continued)	Employees by employment contract and gender	c. Total workforce by employees and supervised workers and by gender. (Estimated average year numbers derived from the analysis of year-end figures.)		
			MALE	FEMALE
		Number of Jaguar Land Rover employees (Jaguar Land Rover perm, fixed term and trainee)	21,477	2,699
		Number of Jaguar Land Rover supervised workers (agency and casual)	6,814	1,138
		d. Total workforce by region and gender (Estimated average year numbers derived from the analysis of year-end figures)		
			MALE	FEMALE
		Number of Australia employees	35	8
		Number of Austria employees	16	5
		Number of Belgium employees	20	12
		Number of Brazil employees	81	31
		Number of Canada employees	19	7
		Number of China employees	204	191
		Number of France employees	32	16
		Number of Germany employees	79	25
		Number of India employees	145	19
		Number of Italy employees	46	17
		Number of Japan employees	24	6
		Number of Netherlands employees	14	3
		Number of Russia employees	27	31
		Number of Singapore employees	5	3
		Number of South Africa employees	25	24
		Number of South Korea employees	23	10
		Number of Spain employees	34	17
		Number of UAE employees	36	11
		Number of UK employees	27,225	3,307
		Number of USA employees	199	93

GENERAL STANDARD DISCLOSURES (continued)

GENERAL STANDARD DISCLOSURES	DESCRIPTION	LOCATION
G4-11	Percentage of employees covered by collective bargaining agreements	78% of UK employees
G4-12	Description of supply chain	Operations and supply chain: Building a sustainable supply chain, p34 Research, design and innovation: Whole life thinking, p19
G4-13	Significant changes to size, structure, or ownership	Our approach: Building a sustainable future, p02
G4-14	Whether and how the precautionary approach or principle is addressed	Please see our CDP climate change submission 2015, CC2. Strategy Annual report 2014–15: Our responsibility, p52
G4-15	Externally developed economic, environmental, and social charters, principles, or initiatives the organization subscribes to or endorses	Appendix: Our stakeholders, p53
G4-16	Association memberships	Appendix: Our stakeholders, p53

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in consolidated financial statements and if any are not in report	Annual report 2014–15: Our locations, p10–11 Appendix: Reporting scope and boundaries, p51
G4-18	Process to define report content and aspect boundaries. How implemented Defining Report Content principles	Our approach: Our most significant sustainability challenges, p07
G4-19, 20 and 21	Material aspects and boundaries	See table below

G4 ASPECT	INTERNAL		EXTERNAL	
	Relevant	Boundary	Relevant	Boundary
Emissions	Yes	Jaguar Land Rover operations	Yes	Customers
External impacts			Yes	Customers
Products and services			Yes	Customers
Transport	Yes	Inbound and outbound distribution		
Economic performance	Yes	Jaguar Land Rover operations		
Product and service labelling			Yes	Customers
Procurement practices			Yes	Suppliers
Supplier environmental assessment			Yes	Suppliers
Supplier assessment for labour practices			Yes	Suppliers
Supplier human rights assessment			Yes	Suppliers
Market presence	Yes	Jaguar Land Rover employees		
Material content	Yes	Jaguar Land Rover employees		

GENERAL STANDARD DISCLOSURES (continued)

GENERAL STANDARD DISCLOSURES	DESCRIPTION	LOCATION	G4 ASPECT		INTERNAL		EXTERNAL	
					Relevant	Boundary	Relevant	Boundary
G4-19, 20 and 21	Material aspects and boundaries (continued)							
			Anti-corruption	Yes	Jaguar Land Rover employees	Yes	Suppliers; Contractors; Joint ventures	
			Public policy	Yes	Jaguar Land Rover	Yes	Government	
			Anti-competitive behaviour	Yes	Jaguar Land Rover			
			Society: Compliance	Yes	Jaguar Land Rover			
			Customer health and safety			Yes	Customers	
			Product and fleet characteristics			Yes	Customers	
			Human rights grievance mechanisms	Yes	Jaguar Land Rover operations	Yes	Suppliers; Contractors; Local communities	
			Employment	Yes	Jaguar Land Rover employees	Yes	Suppliers; Contractors	
			Materials	Yes	Jaguar Land Rover operations			
			Occupational health and safety	Yes	Jaguar Land Rover operations	Yes	Suppliers; Contractors	
			Training and education	Yes	Jaguar Land Rover operations	Yes	Suppliers; Contractors	
			Energy	Yes	Jaguar Land Rover operations			
			Effluents and waste	Yes	Jaguar Land Rover operations			
			Water	Yes	Jaguar Land Rover operations			
			Indirect economic impacts			Yes	Local communities	
			Diversity and equal opportunity	Yes	Jaguar Land Rover employees			
G4-22	Effect of restatements	Appendix: Reporting scope and boundaries, p51 Appendix: Targets and performance data, p54–60						
G4-23	Significant changes from previous reporting period	Appendix: Reporting scope and boundaries, p51						

GENERAL STANDARD DISCLOSURES (continued)

GENERAL STANDARD DISCLOSURES	DESCRIPTION	LOCATION
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups engaged by the organization	Appendix: Our stakeholders, p53
G4-25	How stakeholders are identified and selected	Our approach: Our most significant sustainability challenges, p07 Appendix: Our stakeholders, p53
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Our approach: Our most significant sustainability challenges, p07 Appendix: Our stakeholders, p53
G4-27	Key concerns raised through stakeholder engagement, and how the organization responded	Our approach: Our most significant sustainability challenges, p07 Appendix: Our stakeholders, p53
REPORT PROFILE		
G4-28	Reporting period	Appendix: Reporting scope and boundaries, p51
G4-29	Most recent report	Appendix: Reporting scope and boundaries, p51
G4-30	Reporting cycle	Appendix: Reporting scope and boundaries, p51
G4-31	Contact for sustainability report	Inside front cover
G4-32	Table with Standard Disclosure locations	Appendix: Reporting scope and boundaries, p51
G4-33	External assurance statement	Jaguar Land Rover does not seek external assurance for this sustainability report. Performance data is verified through external assurance including ISO14001, the EU Emissions Trading System (EUETS), the climate change agreements (CCA) and the Energy Savings Opportunities Scheme (ESOS).
GOVERNANCE		
G4-34	Governance structure	Appendix: Embedding sustainability > Governance structure, p52
ETHICS AND INTEGRITY		
G4-56	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Appendix: Embedding sustainability > Managing sustainability, p52 Please see our Code of Conduct handbook: http://www.jaguarlandrover.com/media/2605/JLR_Code_of_Conduct_Handbook.pdf

SPECIFIC STANDARD DISCLOSURES

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS																																														
CATEGORY: ECONOMIC																																																	
MATERIAL ASPECT: ECONOMIC PERFORMANCE																																																	
G4-DMA	Disclosure on management approach	Our approach: Building a sustainable future, p02 Our approach: Environmental Innovation: Future-proofing our business, p08-09 Appendix: Embedding sustainability, p52																																															
G4-EC1	Direct economic value generated and distributed	Our approach: Building a sustainable future, p02 Annual report 2014–15: Financial statements, p97–100 Appendix: Targets and performance data > Roadmap to 2020: Our wider contribution, p60																																															
G4-EC2	Financial implications and other risks and opportunities due to climate change	Please see our CDP climate change submission 2015, CC2. Strategy, CC5. Climate Change Risks, CC6. Climate Change Opportunities Annual report 2014–15: Risks and mitigation, p76–81																																															
MATERIAL ASPECT: MARKET PRESENCE																																																	
G4-DMA	Disclosure on management approach	Our people and culture, p10-15 Our approach: Environmental Innovation: Future-proofing our business, p08-09 Appendix: Embedding sustainability, p52																																															
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		<p style="text-align: center;">RATIO OF THE ENTRY LEVEL WAGE AT SIGNIFICANT LOCATIONS OF OPERATION TO THE MINIMUM WAGE</p> <table border="1"> <thead> <tr> <th></th> <th>Location</th> <th>Castle Bromwich</th> <th>Gaydon</th> <th>Halewood</th> <th>Solihull</th> <th>Whitley</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Apprentices entry rate</td> <td>Male ratio</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> </tr> <tr> <td>Female ratio</td> <td>NA</td> <td>2.25</td> <td>2.25</td> <td>NA</td> <td>NA</td> </tr> <tr> <td rowspan="2">Graduates entry rate</td> <td>Male ratio</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> </tr> <tr> <td>Female ratio</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> <td>2.25</td> </tr> <tr> <td rowspan="2">Hourly entry rate</td> <td>Male ratio</td> <td>1.68</td> <td>1.68</td> <td>1.68</td> <td>1.68</td> <td>1.68</td> </tr> <tr> <td>Female ratio</td> <td>1.68</td> <td>1.68</td> <td>1.68</td> <td>1.68</td> <td>1.68</td> </tr> </tbody> </table>		Location	Castle Bromwich	Gaydon	Halewood	Solihull	Whitley	Apprentices entry rate	Male ratio	2.25	2.25	2.25	2.25	2.25	Female ratio	NA	2.25	2.25	NA	NA	Graduates entry rate	Male ratio	2.25	2.25	2.25	2.25	2.25	Female ratio	2.25	2.25	2.25	2.25	2.25	Hourly entry rate	Male ratio	1.68	1.68	1.68	1.68	1.68	Female ratio	1.68	1.68	1.68	1.68	1.68
	Location	Castle Bromwich	Gaydon	Halewood	Solihull	Whitley																																											
Apprentices entry rate	Male ratio	2.25	2.25	2.25	2.25	2.25																																											
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SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS			
G4-DMA	Disclosure on management approach	Our wider contribution, p44 Operations and supply chain: Building a sustainable supply chain, p34 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-EC7	Development and impact of infrastructure investments and services supported	Our wider contribution, p44	
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Our wider contribution, p44 Operations and supply chain: Building a sustainable supply chain, p34	
MATERIAL ASPECT: PROCUREMENT PRACTICES			
G4-DMA	Disclosure on management approach	Operations and supply chain: Building a sustainable supply chain, p34	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Operations and supply chain: Building a sustainable supply chain, p34	
CATEGORY: ENVIRONMENTAL			
MATERIAL ASPECT: MATERIALS			
G4-DMA	Disclosure on management approach	Operations and supply chain: Managing natural resources, p31–33 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-EN3	Materials used by weight or volume		We do not currently report materials used by weight or volume. This will be an area of focus for 2015/16 and reporting thereafter.
MATERIAL ASPECT: ENERGY			
G4-DMA	Disclosure on management approach	Operations and supply chain: Carbon neutral manufacturing > Energy efficiency, p30 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52 Please see our CDP climate change submission 2015, CC2. Strategy	
G4-EN3	Energy consumption within the organizations	Operations and supply chain: Carbon neutral manufacturing > Energy efficiency, p30 Please see our CDP climate change submission 2015, CC11. Energy	
G4-EN5	Energy intensity	Operations and supply chain: Carbon neutral manufacturing > Energy efficiency, p30	
G4-EN7	Reductions in energy requirements of products and services	Operations and supply chain: Carbon neutral manufacturing > Energy efficiency, p30 Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Research, design and innovation, p16–25 Please see our CDP climate change submission 2015, CC3. Targets and Initiatives	

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS
MATERIAL ASPECT: WATER			
G4-DMA	Disclosure on management approach	Operations and supply chain: Managing natural resources > Water efficiency, p33 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-EN8	Total water withdrawal by source	Operations and supply chain: Managing natural resources > Water efficiency, p33	We do not currently report water consumption by source. This will be an area of focus for 2015/16 and reporting thereafter.
MATERIAL ASPECT: EMISSIONS			
G4-DMA	Disclosure on management approach	Operations and supply chain: Carbon neutral manufacturing > Reducing manufacturing emissions, p29 Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Research, design and innovation, p16–25 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52 Please see our CDP climate change submission 2015, CC2. Strategy	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Operations and supply chain: Carbon neutral manufacturing > Reducing manufacturing emissions, p29 Please see our CDP climate change submission 2015, CC9. Scope 1 Emissions Breakdown, CC7. Emissions Methodology	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Operations and supply chain: Carbon neutral manufacturing > Reducing manufacturing emissions, p29 Please see our CDP climate change submission 2015, CC10. Scope 2 Emissions Breakdown; CC7. Emissions Methodology	
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Operations and supply chain: Building a sustainable supply chain, p34 Operations and supply chain: Reducing transport impacts, p35–36 Please see our CDP climate change submission 2015, CC14. Scope 3 Emissions, CC7. Emissions Methodology	
G4-EN18	Greenhouse gas (GHG) emissions intensity	Operations and supply chain: Carbon neutral manufacturing > Reducing manufacturing emissions, p29 Our vehicles in use: Enabling customers to make sustainable choices, p41–42	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Operations and supply chain: Carbon neutral manufacturing > Reducing manufacturing emissions, p29 Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Please see our CDP climate change submission 2015, CC3. Targets and Initiatives, CC7. Emissions Methodology	

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS
MATERIAL ASPECT: EFFLUENTS AND WASTE			
G4-DMA	Disclosure on management approach	Operations and supply chain: Managing natural resources > Waste, p32 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-EN23	Total weight of waste by type and disposal method	Operations and supply chain: Managing natural resources > Waste, p32	We do not currently report waste by the type or disposal method required by G4. This will be an area of focus for 2015/16 and reporting thereafter.
MATERIAL ASPECT: PRODUCT AND SERVICES			
G4-DMA	Disclosure on management approach	Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Please see our CDP climate change submission 2015, AU2. Emissions, CC3. Targets and Initiatives, CC7. Emissions Methodology	
MATERIAL ASPECT: TRANSPORT			
G4-DMA	Disclosure on management approach	Operations and supply chain: Reducing transport impacts, p35–36 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Operations and supply chain: Reducing transport impacts, p35–36 Please see our CDP climate change submission 2015, CC9. Scope 1 Emissions, CC14. Scope 3 Emissions, CC7. Emissions Methodology	
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT			
G4-DMA	Disclosure on management approach	Operations and supply chain: Building a sustainable supply chain, p34 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	We require all strategic suppliers to be certified to the international environmental management standard ISO14001 and to demonstrate the ability to accommodate the requirements of our Supplier Code on Sustainability. We do not currently report whether suppliers are incentivised and rewarded for the prevention, mitigation and remediation of significant actual and potential negative impacts; and the systems in place to assess the potential negative impacts of terminating a relationship with a supplier. This will be an area of focus for 2015/16 and reporting thereafter.
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Operations and supply chain: Building a sustainable supply chain, p34	We require all strategic suppliers to be certified to the international environmental management standard ISO14001 and to demonstrate the ability to accommodate the requirements of our Supplier Code on Sustainability. We are requesting suppliers to register to the Achilles Automotive community, which includes extensive questions around labour practices, human rights and environmental performance. For the reporting period end, a total of 236 strategic suppliers had completed their registration on the Achilles database, which equates to 43% of our strategic suppliers.

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS																																			
CATEGORY: SOCIAL																																						
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK																																						
MATERIAL ASPECT: EMPLOYMENT																																						
G4-DMA	Disclosure on management approach	Our people and culture, p10–15 Operations and supply chain: Building a sustainable supply chain, p34 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52																																				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region		<p>Includes all Jaguar Land Rover employees (perm, fixed term and trainee), undergraduates, excludes any agency</p> <table border="1"> <thead> <tr> <th></th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>Total number of new employee hires</td> <td>1,318</td> <td>373</td> </tr> <tr> <td>Rate of new employee hires</td> <td>4.7%</td> <td>1.33%</td> </tr> <tr> <td>Total number of employee turnover</td> <td>977</td> <td>200</td> </tr> <tr> <td>Rate of employee turnover</td> <td>3.5%</td> <td>0.72%</td> </tr> </tbody> </table> <p>Includes all Jaguar Land Rover employees (perm, fixed term and trainee), undergraduates, excludes any agency</p> <table border="1"> <thead> <tr> <th></th> <th>UNDER 30 YEARS OLD</th> <th>30–50 YEARS OLD</th> <th>OVER 50 YEARS OLD</th> </tr> </thead> <tbody> <tr> <td>Total number of new employee hires</td> <td>667</td> <td>918</td> <td>106</td> </tr> <tr> <td>Rate of new employee hires</td> <td>2.4%</td> <td>3.28%</td> <td>0.4%</td> </tr> <tr> <td>Total number of employee turnover</td> <td>374</td> <td>426</td> <td>377</td> </tr> <tr> <td>Rate of employee turnover</td> <td>1.3%</td> <td>1.52%</td> <td>1.3%</td> </tr> </tbody> </table>		MALE	FEMALE	Total number of new employee hires	1,318	373	Rate of new employee hires	4.7%	1.33%	Total number of employee turnover	977	200	Rate of employee turnover	3.5%	0.72%		UNDER 30 YEARS OLD	30–50 YEARS OLD	OVER 50 YEARS OLD	Total number of new employee hires	667	918	106	Rate of new employee hires	2.4%	3.28%	0.4%	Total number of employee turnover	374	426	377	Rate of employee turnover	1.3%	1.52%	1.3%
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SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS			
G4-LA1 (continued)	Total number and rates of new employee hires and employee turnover by age group, gender and region		Includes all Jaguar Land Rover employees (perm, fixed term and trainee), undergraduates, excludes any agency			
			TOTAL NUMBER OF NEW EMPLOYEE HIRES	RATE OF NEW EMPLOYEE HIRES	TOTAL NUMBER OF EMPLOYEE TURNOVER	RATE OF EMPLOYEE TURNOVER
		Australia	7	0.0%	8	0.0%
		Austria	0	0.00%	2	0.01%
		Brazil	100	0.4%	18	0.1%
		Canada	5	0.0%	5	0.0%
		China	117	0.42%	74	0.26%
		France	3	0.0%	3	0.0%
		Germany	16	0.1%	11	0.0%
		India	157	0.56%	71	0.25%
		Italy	2	0.0%	0	0.0%
		Japan	9	0.0%	10	0.0%
		Netherlands	1	0.00%	1	0.00%
		Russia	53	0.2%	9	0.0%
		Singapore	1	0.0%	4	0.0%
		South Africa	3	0.01%	3	0.01%
		South Korea	3	0.0%	1	0.0%
		Spain	2	0.0%	0	0.0%
		UAE	16	0.06%	4	0.01%
		UK	6,589	23.6%	3,073	11.0%

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS		
			MALE	FEMALE	
G4-LA3	Return to work and retention rates after parental leave, by gender		Total number of employees that were entitled to parental leave	23,319	2,919
			Total number of employees that took parental leave	2	96
			Total number of employees who returned to work after parental leave ended	0	79
			Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work	0	67 of 70
			Return to work rate of employees who took parental leave	0%*	97%
			Retention rate of employees who took parental leave	N/A	95.71%
			* No males took parental leave in 2013/14		

MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY

G4-DMA	Disclosure on management approach	Operations and supply chain: Occupational health, safety and wellbeing, p37 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52		
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Operations and supply chain: Occupational health, safety and wellbeing, p37	There were no work-related fatalities associated with our operations during the reporting period. We do not currently report the type of injury, injury rate (IR), or occupational disease rate (ODR). We do not currently break down the lost time case rate or occupational absence rate by region or gender. We do not currently report data for independent contractors. This will be an area of focus for 2015/16 and reporting thereafter.	

MATERIAL ASPECT: TRAINING AND EDUCATION

G4-DMA	Disclosure on management approach	Our people and culture, p10–15 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Our people and culture, p10–15 Appendix: Embedding sustainability, p52	We do not currently report on the breakdown of average hours of training per employee by gender and employee category. This will be an area of focus for 2015/16 and reporting thereafter.	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our people and culture, p10–15	We do not currently report on programmes provided to manage career endings. This will be an area of focus for 2015/16 and reporting thereafter.	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category		All employees have a performance review – salaried employees receive this twice annually (three times for those doing talent reviews) and hourly employees have annual formal reviews but additional reviews are not centrally measured, eg one to ones and development reviews.	

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS																						
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY																									
G4-DMA	Generic disclosures on management approach	Our people and culture, p10–15 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52																							
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Appendix: Targets and performance data > Roadmap to 2020: Our people and culture, p54	<table border="1"> <thead> <tr> <th></th> <th>MALE</th> <th>FEMALE</th> </tr> </thead> <tbody> <tr> <td>Percentage of individuals within the organisation's governance bodies</td> <td>95%</td> <td>5%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>UNDER 30 YEARS OLD</th> <th>30-50 YEARS OLD</th> <th>OVER 50 YEARS OLD</th> </tr> </thead> <tbody> <tr> <td>Percentage of individuals within the organisation's governance bodies</td> <td>0%</td> <td>21%</td> <td>79%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>WHITE – BRITISH</th> <th>WHITE – OTHER</th> <th>NOT DISCLOSED</th> </tr> </thead> <tbody> <tr> <td>Percentage of individuals within the organisation's governance bodies</td> <td>79%</td> <td>16%</td> <td>5%</td> </tr> </tbody> </table> <p>We do not currently report on the age breakdown of our employee groups. This will be an area of focus for 2015/16 and reporting thereafter.</p>		MALE	FEMALE	Percentage of individuals within the organisation's governance bodies	95%	5%		UNDER 30 YEARS OLD	30-50 YEARS OLD	OVER 50 YEARS OLD	Percentage of individuals within the organisation's governance bodies	0%	21%	79%		WHITE – BRITISH	WHITE – OTHER	NOT DISCLOSED	Percentage of individuals within the organisation's governance bodies	79%	16%	5%
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MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES																									
G4-DMA	Generic disclosures on management approach	Operations and supply chain: Building a sustainable supply chain, p34 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	We do not currently report whether suppliers are incentivised and rewarded for the prevention, mitigation and remediation of significant actual and potential negative impacts; and the systems in place to assess the potential negative impacts of terminating a relationship with a supplier. This will be an area of focus for 2015/16 and reporting thereafter.																						
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Operations and supply chain: Building a sustainable supply chain, p34	We are requesting suppliers to register to the Achilles Automotive community, which includes extensive questions around labour practices, human rights and environmental performance. For the reporting period end, a total of 236 strategic suppliers had completed their registration on the Achilles database, which equates to 43% of our strategic suppliers.																						
SUB-CATEGORY: HUMAN RIGHTS																									
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT																									
G4-DMA	Generic disclosures on management approach	Operations and supply chain: Building a sustainable supply chain, p34 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52																							
G4-HR10	Percentage of new suppliers that were screened using human rights criteria		We are requesting suppliers to register to the Achilles Automotive community, which includes extensive questions around labour practices, human rights and environmental performance. For the reporting period end, a total of 236 strategic suppliers had completed their registration on the Achilles database, which equates to 43% of our strategic suppliers.																						

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS			
G4-DMA	Generic disclosures on management approach	Operations and supply chain: Building a sustainable supply chain, p34 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	Employees, contract staff and third parties with whom the Company has a business relationship (such as dealers, suppliers and agents), and any member of the public may raise ethical and compliance concerns to the Company's Global Helpline or via legalcom@jaguarlandrover.com.
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms		We do not currently report the number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms. This will be an area of focus for 2015/16 and reporting thereafter.
SUB-CATEGORY: SOCIETY			
MATERIAL ASPECT: ANTI-CORRUPTION			
G4-DMA	Disclosure on management approach	Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	Please see G4-SO3 and G4-SO4 for details of how Jaguar Land Rover manages corruption.
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Appendix: Embedding sustainability, p52	We use a companywide bribery and corruption risk assessment which covers all our 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.
G4-SO4	Communication and training on anti-corruption policies and procedures		The Jaguar Land Rover Code of Conduct and Anti-Bribery and Corruption policy and Gifts and Entertainment policy are available on the external Jaguar Land Rover corporate website and on the intranet. With the launch of the Jaguar Land Rover Way, the Anti-Bribery and Corruption policy and Gifts and Entertainment policy were refreshed and communicated to the business. The Code and policies are currently available in English and have also been translated into Mandarin for use in our China business. This covers the vast majority of our current employees. Going forward as part of the Jaguar Land Rover Way roll-out plan, the Code and policies will be translated into eight other working languages used in the business. eLearning on the Jaguar Land Rover Anti-Bribery and Corruption policy has also been rolled out in the reporting period to all salaried staff globally in English and nine other business languages. To 21 September, over 95% of Jaguar Land Rover employees due to complete the training (over 13,000 people) had done so successfully. In addition, approximately 8,500 agency and contract staff have also completed this training. As part of our Bribery and Corruption risk assessment we have met individually with Executive Committee Meeting members and discussed the UK Bribery Act requirements. We have also delivered a bribery and corruption awareness presentation to the ECM.
G4-SO5	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.
MATERIAL ASPECT: PUBLIC POLICY			
G4-DMA	Disclosure on management approach	Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	Please see G4-SO6 for details of our position on public policy.
G4-SO6	Total value of political contributions by country and recipient/beneficiary		The Jaguar Land Rover Code of Conduct and policy states that we do not make monetary payments to or provide other support for political parties or candidates, and we have not done so in the reporting period.

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR			
G4-DMA	Disclosure on management approach	Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		There have been no incidents of legal action for anti-competitive behaviour, anti-trust, or monopoly practices during the reporting period.
MATERIAL ASPECT: COMPLIANCE			
G4-DMA	Disclosure on management approach	Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		There have been no incidents of significant fines or non-monetary sanctions for non-compliance with laws and regulation during the reporting period.
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY			
G4-DMA	Disclosure on management approach	Our vehicles in use: Making roads a safer place, p43 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	We prioritise safety considerations at every stage of a vehicle's design and development. All our vehicles undergo rigorous assessment, both by our own safety teams and by Euro NCAP, the independent assessor of vehicle safety in Europe.
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Our vehicles in use: Making roads a safer place, p43	We prioritise safety considerations at every stage of a vehicle's design and development. All our vehicles undergo rigorous assessment, both by our own safety teams and by Euro NCAP, the independent assessor of vehicle safety in Europe.
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING			
G4-DMA	Disclosure on management approach	Our vehicles in use: Introduction, p40 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
G4-PR5	Results of surveys measuring customer satisfaction		We do not currently report the results of surveys measuring customer satisfaction. This will be an area of focus for 2015/16 and reporting thereafter.
MATERIAL ASPECT: PRODUCT AND FLEET CHARACTERISTICS			
G4-DMA	Disclosure on management approach	Our vehicles in use: Introduction, p40 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
A4	Numbers of vehicles sold, broken down by type, fuels, power train technologies, and region	Please see our CDP climate change submission 2015, AU1. Sales volumes	

SPECIFIC STANDARD DISCLOSURES (continued)

DMA AND INDICATORS	DESCRIPTION	LOCATION	NOTES AND OMISSIONS
MATERIAL ASPECT: EXTERNAL IMPACTS			
G4-DMA	Disclosure on management approach	Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
A7	Average carbon dioxide emissions by type of vehicle broken down by region	Please see our CDP climate change submission 2015, AU1. Emissions	
MATERIAL ASPECT: MATERIAL CONTENT			
G4-DMA	Disclosure on management approach	Our vehicles in use: Enabling customers to make sustainable choices, p41–42 Our approach: Environmental Innovation: Future-proofing our business, p08–09 Appendix: Embedding sustainability, p52	
A10	Weight of vehicle and percentage breakdown of generic, recyclate, and renewable material of a best-selling vehicle		All our vehicles are designed to be 85% recyclable and 95% recoverable at the end of their life with no more than 5% ending up in landfill.