

Now & Next

ESG data



We are committed to communicating detailed non-financial performance information to our stakeholders, across a wide range of environmental, social and governance (ESG) metrics.

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Environmental metrics

Group greenhouse gas (GHG) emissions

Metric	Unit of measure	2023/24	2022/23	2019/20 (base year)	Compared to last year	Compared to base year
Direct (Scope 1) GHG emissions	tonnes CO ₂ e	1,340,272*	1,542,250*	2,181,890	-13%	-39%
Indirect (Scope 2 market) GHG emissions	tonnes CO ₂ e	944,921*	833,759*	792,275	13%	19%
Indirect (Scope 2 location) GHG emissions	tonnes CO ₂ e	922,923*	891,267*	875,544	4%	5%
Indirect (Scope 3) GHG emissions	tonnes CO ₂ e	4,700,076	5,015,409	5,671,528	-6%	-17%
Total GHG emissions	tonnes CO ₂ e	6,985,269	7,391,418	8,645,693	-5%	-19%
Gross Scope 1 and 2 (market) GHG emissions	tonnes CO ₂ e	2,285,193*	2,376,009*	2,974,165	-4%	-23%
GHG emissions from energy export	tonnes CO ₂ e	488,604*	529,699*	791,810	-8%	-38%
Net Scope 1 and 2 (market) GHG emissions	tonnes CO ₂ e	1,796,589*	1,846,310*	2,182,355	-3%	-18%
Energy consumption	MWh	14,058,435*	14,407,601*	15,707,667	-2%	-10%
Energy exported	MWh	1,525,376*	1,739,186*	1,977,616	-12%	-23%
Total production	tonnes	9,874,853*	10,164,657*	10,222,065	-3%	-3%
GHG emissions per tonne of production	kg CO ₂ e/t nsp	182*	182*	213	0%	-15%
Out of Scope GHG emissions	tonnes CO ₂ e	1,022,400*	1,018,232*	911,659	0%	12%

Scope 3 greenhouse gas (GHG) emissions

Scope 3 category	Unit of measure	2023/24	2022/23	2021/22	2020/21	2019/20
Category 1: Purchased goods and services	tonnes CO ₂ e	2,233,164	2,341,614	2,477,300	2,480,272	2,562,626
Category 2: Capital goods	tonnes CO ₂ e	141,634	161,217	86,304	90,017	96,891
Category 3: Fuel- and energy-related activities	tonnes CO ₂ e	480,239*	471,063	500,446	494,324	425,243
Category 4: Upstream transportation and distribution	tonnes CO ₂ e	363,900	377,052	425,362	474,224	407,883
Category 5: Waste generated in operations	tonnes CO ₂ e	101,192*	119,671*	218,444	231,287	252,834
Category 6: Business travel	tonnes CO ₂ e	3,102	3,912	1,487	381	4,173
Category 7: Employee commuting	tonnes CO ₂ e	4,903	5,390	6,062	4,880	7,992
Category 8: Upstream leased assets	tonnes CO ₂ e	4,037	4,110	4,558	2,009	4,507
Category 9: Downstream transportation and distribution	tonnes CO ₂ e	104,621	109,260	118,392	112,632	109,381
Category 10: Processing of sold products	tonnes CO ₂ e	581,463*	693,418	725,649	789,587	943,600
Category 12: End of life treatment of sold products	tonnes CO ₂ e	654,726*	693,027	827,855	806,397	780,090
Category 15: Investments	tonnes CO ₂ e	27,095	35,675	76,308	76,308	76,308
Total Indirect (Scope 3) GHG emissions	tonnes CO₂e	4,700,076	5,015,409	5,468,167	5,562,318	5,671,528

Some historic data may not be given owing to limited coverage.

Scope 3 categories 11, 13 and 14 are excluded on the basis of relevance or materiality - see our Basis of Preparation for a complete Scope 3 methodology.

GHG emissions are reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised), under a financial control boundary. Department for Business, Energy & Industrial Strategy (BEIS) 2022 emission factors are applied, unless emission factors from other sources are deemed more appropriate. For more information, see our Basis of Preparation, available from our ESG Reporting Hub.

* Independent Assurance has been obtained for metrics marked **, see the statement opposite.
Independent third-party limited assurance of selected information for the 2019/20 base year was provided by Bureau Veritas.
All full assurance statements can be found on our ESG Reporting Hub, at www.dssmith.com/sustainability/reporting-hub.

Energy

Metric	Unit	Renewable sources	Non-renewable sources	Total energy consumed
Consumption of fuel (excluding feedstock)	MWh	2,953,132	6,369,598	9,322,730
Consumption of purchased or acquired electricity	MWh	186,600	2,046,380	2,232,980
Consumption of purchased or acquired steam	MWh	893,976	1,602,660	2,496,636
Consumption of self-generated non-fuel renewable energy	MWh	6,089	0	6,089
Total energy consumption	MWh	4,039,797	10,018,638	14,058,435*

Fuel

Metric	Unit	For self- generation of electricity	For self- generation of heat	For self- generation of steam	For self- cogeneration or trigeneration	Total fuel consumed
Sustainable biomass	MWh	-	-	-	1,416,592	1,416,592
Other renewable fuels	MWh	-	-	-	1,536,540	1,536,540
Coal	MWh	-	34,921	-	-	34,921
Oil	MWh	-	216,690	-	-	216,690
Gas	MWh	-	14,091	1,012,910	5,090,986	6,117,987
Total fuel consumption	MWh	-	265,702	1,012,910	8,044,118	9,322,730

Energy generation

Metric	Unit	Total gross generation	Generation that is consumed by DS Smith	Gross generation from renewable sources	Generation from renewable sources that is consumed by DS Smith
Generation of electricity	MWh	1,556,962	370,906	491,190	118,925
Generation of heat	MWh	14,091	14,091	-	-
Generation of steam	MWh	4,098,013	4,098,013	2,038,579	2,038,579

Renewables

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Energy consumption from a renewable source	Percentage	29*	26	21	17	17
Electricity from a renewable source	Percentage	11*	15	13	12	11

Independent Assurance Statement

Deloitte have provided independent third-party limited assurance in accordance with the International Standard for Assurance Engagements 3000 (ISAE 3000) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) issued by the International Auditing and Assurance Standards Board (IAASB) over the selected information, identified with * in the above table, and other selected information relating to carbon, energy, water, waste, production and employee diversity identified with * within the DS Smith Annual Report 2024, DS Smith Sustainability Report 2024, DS Smith Net Zero Transition Plan 2024 and DS Smith ESG Databook 2024.

Deloitte's full unqualified assurance opinions, which include details of the selected information assured in 2023/24, 2022/23 and 2021/22, can be found on our ESG Reporting Hub, at www.dssmith.com/sustainability/reporting-hub.

Environmental metrics continued

Water

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Water withdrawals	m ³	52,477,496*	53,802,571*	54,644,995*	55,237,583	57,451,994
Borehole water	m ³	31,799,921	33,202,877	32,359,020	33,417,463	33,997,180
Municipal water	m ³	2,200,842	2,270,500	2,062,697	1,950,460	2,858,967
Surface water	m ³	18,476,733	18,329,194	20,223,278	19,869,660	20,595,838
Water recirculated for reuse	m ³	111,558	146,383	543,325	473,832	-
Water discharges	m ³	36,737,703*	39,159,644*	41,584,291*	41,560,885	44,543,734
Fresh surface (river)	m ³	16,038,527	16,858,349	17,881,245	17,871,181	19,153,806
Brackish surface (sea)	m ³	18,225,897	19,791,514	19,960,460	19,949,225	21,380,992
Third-party or municipal	m ³	2,473,279	2,509,781	3,742,586	3,740,480	4,008,936
Total water consumption	m ³	15,851,351*	14,789,310*	13,604,030*	14,150,530	12,908,260
Water withdrawals in areas at risk of water stress	Percentage	29*	38	31	36	36

Waste

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Total waste	tonnes	1,385,247*	1,438,424*	1,510,728	1,623,229	1,641,493
Recycled	tonnes	895,810*	912,649*	949,442	1,056,831	1,038,275
Landspread	tonnes	179,901*	176,206*	162,455	184,679	156,123
Incinerated	tonnes	143,696*	144,932*	142,911	123,494	105,168
Landfilled	tonnes	165,840*	204,637*	255,920*	258,225	341,927
Recycling rate ¹	Percentage	65	63	63	65	63
Hazardous waste	tonnes	3,958	3,683	3,424	3,120	3,940

Some historic data may not be given owing to limited coverage.

* Independent Assurance has been obtained for the metrics marked with an asterisk '*' - see the summary assurance statement on page 58.

DS Smith ESG Databook 2024, which is available to download from the ESG Reporting Hub on the DS Smith website, contains additional metrics and our Basis of Preparation, which explains the approach we have taken to prepare and report ESG information. The complete Independent Assurance report can also be found online.

Social metrics

Employees

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Total number of employees	Number	28,978	29,523	29,584	28,864	29,266
Full-time contract	Percentage	92.7	92.4	92.3	92.4	92.4
Part-time contract	Percentage	3.0	3.0	2.3	2.7	2.7
Temporary contract	Percentage	4.3	4.6	5.5	4.9	4.9
Employees joining	Number	4,069	5,658	6,667	4,298	4,537
Employees leaving ¹	Number	4,599	5,034	4,711	3,896	4,435
Resignation/retirement	Percentage	54	58	63	50	57
Employee turnover ¹	Percentage	15.72	16.99	16.09	13.39	14.64
Voluntary	Percentage	8.56	9.83	10.32	6.88	9.03
Length of service > 10 years	Percentage	41.6	42.3	42.6	44.8	45
Employee age < 21 years	Percentage	1	1	1	1	1
Employee age 21-30 years	Percentage	13	14	14	14	14
Employee age 31-40 years	Percentage	24	23	23	22	22
Employee age 41-50 years	Percentage	26	26	26	26	26
Employee age 51-60 years	Percentage	28	28	27	27	27
Employee age > 61 years	Percentage	6	6	5	5	5
Age unrecorded	Percentage	2	2	4	5	5
Employees under collective bargaining agreements	Percentage	85	85	85	85	-

Gender diversity

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Board of Directors	% female	40	37.5	37.5	37.5	33.3
Senior leadership	% female	31.1*	34.5	31.8	32.4	27.9
All employees	% female	23.2*	22.9*	22.5	21.9	21.7
Graduate recruitment	% female	35	50	64	66.7	25

UK gender pay reporting

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Average (mean) gender pay gap	Percentage	-3.8	-2.9	2.2	3.5	4.7
Average (median) gender pay gap	Percentage	-0.2	1.5	6.6	6.2	6.7

Some historic data may not be given owing to limited coverage.

* Independent Assurance has been obtained for the metrics marked with an asterisk '**' - see the summary Assurance Statement on page 58.

1. Excludes employee turnover owed to divestment.
2. Independent third-party limited assurance of selected information for the 2019/20 base year was provided by Bureau Veritas.
3. This figure has been restated (previously disclosed 1.08 in DS Smith Sustainability Report 2023).

Training and career progression

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Average hours of training and development	Hours per FTE	33	32	26	24	-
Promotions (positions filled by internal candidates)	Number	665	696	626	388	427

Health and Safety

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Lost time Accidents (LTAs)	Number	94	103	110	113	138
Employees	Number	80	91	96	101	119
Contractors	Number	14	12	14	12	19
Accident Frequency Rate (AFR)	Number	1.65	1.82	1.93	2.04	2.4
Fatalities	Number	0	0	0	0	0
Total Recordable Injury Rate (TRIR) ³	Number	1.28	1.46	1.42	1.42	1.96
Lost Time Injury (LTI) Severity Rate	Number	0.11	0.12	0.11	0.13	0.13

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Governance and other metrics

Sedex SMETA (Supplier Members Ethical Trade Audit) non-conformances

Metric	Unit	2023/24 ¹	2022/23	2021/22	2020/21	2019/20	2018/19
Entitlement to work	Number	4	0	2	1	4	3
Environment	Number	4	2	3	3	3	4
Health, safety and hygiene	Number	50	13	15	30	32	48
Management systems	Number	13	2	3	16	4	3
Regular employment and wages	Number	12	4	4	4	8	10
Working hours	Number	16	4	8	3	4	6
Other	Number	12	4	3	1	1	2

Management system certifications

Metric	Unit	2023/24	2022/23	2021/22	2020/21
ISO 9001	% of sites	71	72	74	75
ISO 14001	% of sites	54	55	56	56
ISO 50001	% of sites ²	100	100	100	100
ISO 45001	% of sites	33	33	33	34
FSC®	% of sites ³	100	100	100	100
PEFC	% of sites	2	2	3	2
SFI	% of sites	2	2	2	2

Paper certifications⁴

Metric	Unit	2023/24	2022/23	2021/22	2020/21
FSC® Mix	% of papers	6	6	7	7
FSC® Recycled	% of papers	76	75	73	73
FSC® Controlled Wood	% of papers	18	19	20	20

Responsible sourcing

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20	2018/19
Suppliers agreed to our supplier standards	% of suppliers	90	78	78	45	11	2
Strategic suppliers agreed to our GSS ⁵	% of suppliers	100	100	100	100	74	30
Strategic suppliers assessed on sustainability ⁶	Number	100	100	100	100	74	-
Suppliers engaged in improvement plans	Number	31	63	68	46	18	-
Initiated actions to improve performance	Number	99	444	330	389	239	-
Completed actions to improve performance	Number	31	222	167	180	139	-

Normalisation metrics

Metric	Unit	2023/24	2022/23	2021/22	2020/21	2019/20
Total revenue	GBP £ million	6,822	8,221	7,241	5,976	6,043
Total production	tonnes	9,874,853*	10,164,657*	11,014,256*	10,445,145	10,222,065
Total employees	FTEs	28,978	29,523	29,584	28,864	29,266

Some historic data may not be given owing to limited coverage.

* Independent Assurance has been obtained for the metrics marked with an asterisk '**' - see the summary Assurance Statement on page 58.

- In 2023/24, there was a significant increase in the number of Sedex SMETA undertaken on behalf of our customers as part of the ongoing commitment to improve human rights due diligence each year in our supply chains. This is reflected by the increased number of non-conformances identified in 2023/24, for which corrective actions have already been implemented or are underway. See page 39 for more information.
- Scope: Sites accounting for at least 90 per cent of overall Group energy consumption.
- Scope: Packaging, Paper and Paper Sourcing sites that trade or manufacture products derived from timber.
- Scope: Papers purchased through our centralised Paper Sourcing platform.
- Global Supplier Standard (GSS).
- Assessed on sustainability refers to undertaking the EcoVadis sustainability ratings assessment, or via other means. Improvement plans, initiated actions and completed actions refer to those issued within the EcoVadis platform. We define 'strategic suppliers' as companies with whom we have a long-term, mutually cooperative relationship with mutual commitment where significant and ongoing value is accrued to both parties through operational capabilities. In 2023/24, we categorised 110 of our suppliers as strategic.

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