

# Little Helps Plan Updated KPIs (2020 reporting onwards)

## Data Summary Table.

Pillar	Commitment	KPI	2019/20 Results		
People	Being a great place to work	Percentage of colleagues that recommend Tesco as a great place to work within the Every Voice Matters survey	Group: 82%		
	Developing careers, skills and leadership capability	Percentage of colleagues who feel they have the opportunity to learn and develop at Tesco within the Every Voice Matters survey	Group: 77%		
	Recognising individual contribution and collective diversity	Tesco average pay versus market median	UK: 1.08		
	Supporting colleagues to be at their physical and mental best	Percentage colleagues that believe Tesco supports their health and wellbeing within the Every Voice Matters survey	Group: 76%		
	Respecting human rights across the supply chain	Percentage of high-risk tier 1 supplier sites with audits in the last year	Group: 97%		
		Percentage of high-risk tier 1 supplier sites where critical non-conformances (NCs) have been identified	Group: 62%		
		Percentage of high-risk tier 1 supplier sites that have closed out critical NCs on time	Group: 97%		
Product	Food Waste	No food that is safe for human consumption will be wasted inside the our operations	Percentage of food surplus safe for human consumption redistributed to humans or animals	UK: 77%	
		Halve food waste in our own operations by 2030	Percentage change in tonnes of food wasted as Percentage of tonnes sold compared to baseline year	UK: 9% reduction ROI: 1% increase CE: 58% reduction Malaysia: 27% reduction Thailand: 11% reduction	
		Work in partnership with our suppliers to halve food waste in our supply chains by 2030	Percentage change in tonnes of food wasted as a percentage of tonnes produced of our largest branded and Own Brand suppliers.	15 suppliers reported a reduction in their food waste intensity - ranging from 1% to a 64% reduction compared to 2018**	
	Packaging	Remove: Remove plastic packaging where we can	Cumulative number of pieces of plastic removed	Data will be reported in 2020/21	
		Reduce: Reduce all unnecessary plastic and non plastics packaging	Percentage of products where packaging has been reduced (Vs. 2018 baseline)	Data will be reported in 2020/21	
		Reuse: Introduce a scalable reusable packaging offer for customers	KPI and baseline will be established in 2020/21		
		Recycle: Our packaging will be fully recyclable by 2025	Percentage weight of all Own Brand packaging that is recyclable	UK: 83%***	
		All paper and board used will be 100% sustainable by 2025	Percentage of paper and board packaging that is certified FSC or PEFC or from a recycled source	Data will be reported in 2020/21	
	Health & Diets	To help improve diets through encouraging the consumption of fruit and veg	Percentage volume of fruit and veg content for Tesco Own Brand products below/above total Own Brand volume growth	UK: 0.6%	
		To make own label food and drink recipes healthier, provided there is no impact on taste or quality	Percentage change in volume of key nutrients for Tesco Own Brand products below/above Own Brand volume growth (vs 2015 baseline)  Calorie reduction in eight food categories contributing most calories in Tesco family baskets*	Sugar: 7.1% below Salt: 4.3% below Fibre: 8.7% above  UK: 24.46bn calories removed	
		To raise awareness of healthier choices	Percentage of customers who agree 'Tesco helps customers live healthier lives'	UK: 57%	
	Animal Welfare	Treat all animals in our supply chain humanely at all life stages	Percentage of audited sites that meet our animal welfare standards	UK: 85% ROI: 88%	
			Percentage of key suppliers reporting animal health and welfare outcome measures	UK: 88%	
			Percentage of cage free eggs	UK: 82% (shell eggs)	
			Percentage of sows free from confinement	UK: 100% (stall free)	
	Planet	Climate Change	Meet science-based climate targets for our operations, aligned with 1.5 degree trajectory of Paris Agreement	Percentage reduction of greenhouse gas emissions (Baseline 2015/16)	Group: 37% reduction
			Achieve net zero emissions for UK operations by 2035	Absolute UK greenhouse gas emissions (Scope 1 and 2 market based)	UK: 916,750tCO2e
			Source 65% of our electricity from renewable sources by 2020; 100% by 2030)	Percentage electricity from renewable sources	Group: 68%
			Reduce supply chain carbon emissions by 7% by 2020	Percentage reduction in manufacturing emissions from key suppliers (Baseline 2015/16)	UK: 12% reduction
				Percentage reduction in agriculture emissions from key suppliers	Baseline will be established in 2020/21
		Agriculture	Sustainably source our agricultural products	Percentage of Key suppliers with robust on-farm biodiversity improvement plans	Baseline will be established in 2020/21
Percentage of key suppliers with robust on-farm water management plans				Baseline will be established in 2020/21	
Percentage of key suppliers with robust on-farm soil health improvement plans				Baseline will be established in 2020/21	
Marine		Sustainably source all our wild fish	Percentage of wild-caught seafood (tonnes) certified by Marine Stewardship Council (MSC)	UK: 79%	
Forests		Achieve zero net deforestation in our sourcing of raw materials by 2020	Percentage volume (tonnes) of palm oil certified to Roundtable on Sustainable Palm Oil (RSPO) standard	Group: 100%	
			Percentage of paper/wood products certified by Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification (PEFC) or from a recycled source	UK: 93%	
			Percentage of soy (tonnes) for whole animal protein products meeting our Zero Deforestation Soy Transition Plan (UK only)	UK: 100%	
Places		Support the projects and causes that matter to the local communities where we operate	Number of local projects or causes supported	Group: 22,978	
	Corporate giving (£)		Group: £79.2m		
	Colleague and customer fundraising (£)		Group: £19.7m		

\*Identified by Clubcard data

\*\*27 Own Brand suppliers representing over 50% of fresh food sales in the UK have reported food waste data for their own operation in 2019. We are able to compare year on year data for 21 of the 27 suppliers.

\*\*\* Data covers 2018 calendar year