

Championing Inclusion and Diversity



Celebrating life everyday everywhere is what fuels our ambition to not only advance gender equality but also drive an ambitious inclusion and diversity strategy.

KBL is devoted to championing Inclusion and Diversity as a strategic business priority, through the creation of an inclusive and collaborative culture that ensures all our people thrive. We offer equal opportunities and ensure women's full and effective participation in leadership at all levels of decision making. KBL has also mapped out opportunities for disability inclusive employment along our value chain and are actively shaping market-leading policies and practices in a bid to empower and improve the livelihoods of person with disabilities.

KBL's Ambition



Achieve 50% representation of women in leadership roles by 2030*



Increase representation of leaders from ethnically diverse backgrounds to 45% by 2030*



Use our creative and media spend to support progressive voices, measuring and increasing the percentage spend year on year



Measure and increase the percentage of suppliers from female and minority owned businesses year on year



Provide business and hospitality skills, increase employability and improve livelihoods through Learning for Life and other skills programmes



Through the Diageo Bar Academy, deliver training sessions providing skills and resources to help build a thriving hospitality sector that works for all



Ensure 50% of beneficiaries from our community programmes are women. Our community programmes will be designed to enhance ethnic diversity and inclusion of underrepresented groups



KBL's Achievements



Percentage of female senior leadership

- 22% of our senior leadership is made up of women. This is already a 3% increase from the percentage of women in senior leadership in F21 where it was 19%



Number of people trained via business and hospitality skills programmes

- 1040 people trained through our business and hospitality skills programmes, which is 34% of our annual target for F22 to reach 3020 people



Percentage of women enrolled in community programmes

- 59% of our community programme beneficiaries are women, which is above our annual target of 50% representation.
- This also represents an increase from 50% representation of women in our community programmes in F21 by 9%



Policies

- Doubled the parental leave from the mandatory 3 months (Maternity Leave) and 2 weeks (paternity leave) to 6 months and 1 month respectively
- We make deliberate effort at 50:50 hiring of both male and female for all our roles
- We have broadened the scope of representation to include the third-party work force, which acts as a significant source of early career talent specifically in sales and supply.



Programs

- Roll out of female acceleration programs such as the all-female STEM (Science, Technology, Engineering, Mathematics) apprentice program to shift the gender representation within Supply.
- A robust Spirited Women Network which focuses on female employee mentorship and retention.



Support Structures

- Partnerships with our Suppliers, Partners and communities to align their diversity dimensions with our overall priority areas of gender diversity, ethnic diversity and persons living with disabilities.
- Our brands and employer brand play a key role in dismantling harmful stereotypes that impact equality and contribute to building a better-informed and more inclusive society.
- We are working with local partners on progressive portrayal (media agencies, brand promoters and content creators), influencing policy (government institutions, global influencer institutions and other corporates), providing thought leadership, and building capability consistently.