




WPP ESG Metrics Tables 2021

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To be read in conjunction with the WPP Building Better Futures report

The directors of WPP plc are solely responsible for the preparation and presentation of this report. We have established objective reporting criteria for preparing and presenting the non-financial information and the reported performance measures are in accordance with the reporting criteria

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 Indicates the selected metrics have been subject to independent limited assurance procedures by PricewaterhouseCoopers LLP ("PwC") for the year ending 31 December 2021. For PwC's 2021 Limited Assurance report and the 'WPP Sustainability Reporting Criteria 2021', see our 2021 Sustainability Report at <https://www.wpp.com/sustainability>

Carbon Emissions

Emissions source		2021						2020	2019	% YoY change (2020 total - 2021 total)	% base year change (2019 total - 2021 total)
		UK		Non-UK		TOTAL		TOTAL	TOTAL		
		Energy MWh	Tonnes of CO2e	Energy MWh	Tonnes of CO2e	Energy MWh	Tonnes of CO2e	Tonnes of CO2e	Tonnes of CO2e		
Scope 1	Natural Gas	9,768	1,996	15,045	3,075	24,813	5,071	4,069	6,299	24%	-19%
	Diesel and Heating Oil	0	0	2,325	638	2,325	638	692	541	8%	18%
	Company cars (Centrally Contracted)	N/A	20	N/A	4,409	N/A	4,429				
	Sub-total Scope 1 emissions	9,768	2,016	17,370	8,122	27,138	10,138 ^(A)	17,041	18,175	55%	18%
	Company cars (Local Contracts) ⁽⁴⁾	N/A	N/A	N/A	3,154	N/A	3,154				
Total Scope 1		9,768	2,016	17,370	11,276	27,138	13,292	21,802	25,015	39%	-47%
Scope 2	Standard Electricity (location based)	0	0	34,317	20,602	34,317	20,602	28,984	56,421	29%	-63%
	Green and renewable electricity (location based)	12,833	2,725	86,800	31,425	99,633	34,150	31,671	27,324	8%	25%
	Heat and steam	0	0	7,251	1,238	7,251	1,238	1,177	1,820	5%	-32%
	Total Scope 2 (location based emissions)	12,833	2,725	128,368	53,265	141,201	55,990 ^(A)	61,832	85,565	-9%	-35%
	Standard electricity (market based)	0	0	34,317	20,602	34,317	20,602	28,983	60,750	-29%	-66%
	Green and renewable electricity (market-based)	12,833	0	86,800	0	99,633	0	0	0	N/A	N/A
	Heat and steam	0	0	7,251	1,238	7,251	1,238	1,177	1,820	5%	-32%
Total Scope 2 (market based)		12,833	0	128,368	21,840	141,201	21,840 ⁽⁶⁾	30,160	62,570	-28%	-65%
Total Scope 1 and 2	Total Scope 1 and 2 (location based emissions)	22,601	4,741	145,738	64,541	168,339	69,282	83,634	110,580	-17%	-37%
	Total Scope 1 and 2 (market based emissions)	22,601	2,016	145,738	33,116	168,339	35,132	51,962	87,585	-32%	-60%
Scope 3	Business air travel	N/A	535	N/A	10,886	N/A	11,421	23,325	122,967	-51%	-91%
	Business air travel travel emissions	N/A	535	N/A	10,886	N/A	11,421 ^(A)	23,325	122,967	-51% ^(A)	-91%

WPP'S CARBON INTENSITY (TONNES OF CO2e)

Intensity metric		Tonnes of CO2e	Tonnes of CO2e	Tonnes of CO2e	Tonnes of CO2e	Tonnes of CO2e	Percentage Change			
Total Scope 1 and 2	Tonnes per full-time employee (market based)	n/a	0.19	n/a	0.34	0.32	0.52	0.82	-38%	-61%
	Tonnes per £m revenue (market based)	n/a			2.74	4.33	6.62	-37%	-59%	
Scope 3	Tonnes per full-time employee	n/a	0.05	n/a	0.11	0.10	0.23	1.15	-55%	-91%

Notes

1) We align our organizational boundary for reporting to the accounting definition of a subsidiary, where WPP have control of the entity, either through majority ownership of the equity share capital or through other facts and circumstances that lead to the conclusion that WPP have power over the investee, exposure or rights to variable returns from its involvement with the investee and the ability to use its power over the investee to affect the amount of returns WPP is entitled to.

For entities meeting this organizational boundary definition, we collect utility data for all buildings that WPP occupy, regardless of the control that we have over those buildings. This operational boundary includes shared leased premises and therefore best represents our actual consumption and the impact that our business has on the environment.

2) This year, in line with UK Streamlined Energy and Carbon Reporting (SECR) requirements, we have calculated our energy use and emissions for UK markets and is stated in a separate column.

3) **Energy Efficiency Initiatives:** our work to simplify our structure and consolidate our office space is driving a positive impact on our energy use and carbon footprint. We continue to move employees into campuses, closing multiple smaller sites and replacing them with fewer, larger, more environmentally friendly buildings that offer modern, world-class workspaces. By 2025, we expect 85,000 of our people will work in net zero campuses powered by renewable electricity. When we lease, purchase, fit out or renovate a building larger than 50,000 square feet, we require it to be certified to an internationally recognised standard such as the US LEED Standard or the UK BREEAM standard. Of our completed campus projects globally, 90% have been certified to advanced green building standards (equivalent to LEED Gold or above) and we aim for all our new workspaces to achieve the highest accreditation considering the individual workspace. We recognise that achieving these certifications is only one step to reducing the footprint of our buildings and supporting our people's wellbeing. In 2021 we launched a programme to better assess and understand our building portfolio. This will help us identify opportunities to reduce energy use, optimise resource use, support our employees' wellbeing needs and create opportunities for circular business models in our materials use.

4) In 2021, subtotal Scope 1 emissions, which include centrally, but not locally, contracted cars were subject to independent limited assurance for the first time. Locally-managed car emissions were estimated and were not subject to assurance due to inconsistencies in capturing emissions data. In 2022, we will review and strengthen how we measure and calculate emissions from vehicles.

5) Additional information on our Energy, Air Travel and Waste methodologies is included in our 'WPP Sustainability Reporting Criteria 2021'

6) Scope 2 electricity market based emissions and consumption for 2021 are pending verification of Renewable Electricity Certificates and completion of assurance

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Energy, Air Travel and Waste

		2021	2020	2019	% change (2020 - 2021)
Energy Consumption	MWh				
Direct Energy		25,763	22,432	32,797	15%
Electricity (non-renewable)		34,317	50,670	118,927	-32%
Electricity (renewable)		99,634	93,565	69,910	6%
Heat and Steam		7,251	6,821	9,707	6%
Total energy		166,965	173,488	231,341	-4%
Energy/Employee	MWh/employee	1.5	1.7	2.2	-12%
Total Proportion electricity purchased from renewable sources	%	74%	65%	37%	15%
Air Travel (2)	million miles				
Long Haul		14.6	38	216	-61%
Medium Haul		20.2	33	147	-39%
Short Haul		4.8	9	43	-44%
Total Air Miles Travelled		39.6 [Ⓐ]	80	406	-50%
Total Air Miles Travelled Per Person	miles per person	362 [Ⓐ]	799	3,800	-55%
Waste (3,4)	Tonnes				
Total Waste		2,660	3,233	8,578	-18%
Total Recycled Waste		1,695	1,704	4,778	-1%
WEEE waste		88	40	265	120%
Paper and cardboard		1,035	1,267	3,273	-18%
Mixed recycling		572	397	1,240	44%
Total Non-Recycled Waste		965	1,529	3,800	-37%
Proportion recycled waste	%	64%	53%	56%	21%

Notes

1) In 2021, air travel again reduced significantly as the Covid-19 pandemic continued to limit international travel.

2) As a service-based business the volume of waste we produce is not material, but we aim to use resources carefully and to reduce and recycle as much as possible as part of our commitment to responsible and sustainable business practices.

3) We estimate that our reported waste data covers around 50% of the Company, which does not provide sufficient coverage to include it in scope for independent limited assurance. In 2021, some inconsistencies and errors were identified in how waste data is recorded and categorised at the reporting unit level

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Talent and Culture

	2021	2020	2019
Age	Percentage		
19 or under	1% [▲]	0%	0%
20-29	35% [▲]	34%	37%
30-39	38% [▲]	39%	37%
40-49	18% [▲]	18%	17%
50-59	7% [▲]	7%	7%
60 and over	2% [▲]	2%	1%
Gender	#	% Female	
WPP Board (total)		43%	43%
WPP Board (non-executive)		34%	55%
Board and Executive leaders	1,552	39% [▲]	40%
Senior managers	9,630	52%	51%
Other employees	49,103	57%	57%
Total employees	60,286	56% [▲]	55%

Notes for Age and Gender

1) The percentages above exclude a small proportion where Gender or Age is unknown or undisclosed. For 2021 this is 1% of total headcount

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Training and development

Staff training	£m	29.7	19.7	39
Apprenticeships & Internships	#			
Paid Internships		7,011	6,220	9,812
Paid Apprenticeships		1,184	969	1,196
Total Internships and Apprenticeships		8,195	7,190	11,008
Health & Wellbeing	#			
Days Lost to Sickness (Including Injuries & Stress)		325,676	330,696	404,381
Work-Related Injuries (Requiring 3+ Days Absence)		122	331	150
Work-Related Deaths		0	0	0
Days Lost to Sickness (Including Injuries & Stress) / Employee		3.0	3.3	4
Litigation	#			
Number of cases opening		112	128	520
New cases		35	38	44
Cases Withdrawn		-8	-6	-54
Cases Settled		-17	-31	-21
Cases Judged Against WPP		-2	-1	-31
Cases Judged For WPP		-2	-6	-12
Number of cases closing		120	122	446
Works Councils & Trade Unions	#			
Total (Members + Non-Members)		107,933	98,491	105,627
Members		4,045	4,290	5,017
Non-Members		103,888	942,001	100,610
Membership	%	4%	4%	0
Number Consultations		268	185	1,507

WORKFORCE ETHNICITY - UNITED KINGDOM 2019, 2020 AND 2021 DATA

Level	Year	Asian	Black	Mixed / Multiple	Other Ethnic Group	White	Unknown or Undisclosed
Board Members or Executive Leaders	2021	5.0% [▲]	1.2% [▲]	1.6% [▲]	2.6% [▲]	80.0% [▲]	9.7% [▲]
	2020	3.6%	0.8%	1.7%	1.3%	86.4%	6.1%
	2019	3.5%	1.1%	0.2%	16.0%	79.3%	0.0%
Senior Managers	2021	6.4% [▲]	2.5% [▲]	2.4% [▲]	2.3% [▲]	76.2% [▲]	10.1% [▲]
	2020	5.8%	2.4%	2.6%	2.6%	79.5%	7.1%
	2019	7.0%	1.9%	2.5%	13.6%	75.0%	0.0%
Other Employees	2021	9.1% [▲]	4.7% [▲]	3.2% [▲]	4.0% [▲]	60.7% [▲]	18.3% [▲]
	2020	9.1%	4.7%	2.8%	4.7%	69.2%	9.5%
	2019	9.8%	4.4%	2.8%	14.4%	68.5%	0.0%
All Staff	2021	8.4% [▲]	4.2% [▲]	3.0% [▲]	3.6% [▲]	64.5% [▲]	16.4% [▲]
	2020	8.2%	4.1%	2.7%	4.2%	71.8%	8.9%
	2019	9.0%	3.8%	2.6%	14.4%	70.1%	0.0%

Notes for UK Ethnicity

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WORKFORCE ETHNICITY - UNITED STATES 2019, 2020 AND 2021 DATA

Level	Year	Asian	Black or African American	Hispanic or Latino	Other Ethnic Group	Two or More Ethnicities	White	Unknown or Undisclosed
Board & Senior Leaders	2021	6.7%	4.2%	7.2%	0.3%	1.4%	79.7%	0.5%
	2020	5.8%	2.5%	5.2%	0.1%	1.1%	84.4%	0.9%
	2019	5.3%	2.3%	5.0%	0.9%	0.9%	85.6%	0.0%
Senior Managers	2021	10.2%	4.6%	8.2%	0.5%	1.6%	74.2%	0.7%
	2020	9.6%	4.4%	7.7%	0.2%	1.5%	76.4%	0.1%
	2019	9.3%	3.7%	7.4%	0.6%	1.7%	77.3%	0.0%
Other Employees	2021	13.9%	8.0%	11.2%	0.6%	3.1%	62.0%	1.3%
	2020	13.8%	7.2%	10.7%	0.7%	2.4%	64.1%	1.2%
	2019	13.0%	6.8%	10.3%	2.3%	2.2%	65.5%	0.0%
All Staff	2021	12.4%	6.8%	10.1%	0.5%	2.6%	66.5%	1.0%
	2020	12.3%	6.2%	9.7%	0.4%	2.1%	68.2%	0.9%
	2019	11.7%	5.8%	9.3%	1.7%	2.0%	69.4%	0.0%

Notes for US Ethnicity

- 1) Other Ethnic Group includes data for native American and native Hawaiian disclosures. In 2021 these are no greater than 0.4% at each level
- 2) The US and UK data sets are not directly comparable due to current differences in data collection, differing job level classifications and differences in how full- and part-time employees are captured in employee headcount in each country.
- 3) During US data capture, we identified some issues with the data capture process. We have therefore chosen not to include the US data set for assurance this year.
- 4) Our 2021 data will be submitted to EEOC in May 2022.

Social Investment

		2021	2020	2019
Social investment	£ million	41.0	76.2	34.7
Charitable Donations		4.8	4.3	5.2
Pro Bono Work		7.6	12.6	10.5
Free Media Space		17.3	59.3	18.9
Other In-Kind Contributions		8.7		
Investment in inclusion programmes (spend in year)		4.6		
Investment in inclusion programmes (spend in year)	\$USD million	5.9 [Ⓐ]		
Social investment as a % of reported headline profit before tax		0.9%	1.6%	1.2%
Total spend and committed to inclusion programmes	\$USD million	9.30		

Notes

- 1) Free Media Space value in 2020 increased due to campaigns linked to the COVID pandemic. Amounts in 2021 broadly comparable to 2019
- 2) Includes spend in 2021 plus committed costs

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