



Barclays PLC

Global Reporting Initiative (GRI)

Content Index



Global Reporting Initiative (GRI) Content Index

Barclays has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards. This has been done based on the requirements laid out in GRI 1: Foundation 2021. Disclosures pertinent to the selected GRI Standards have been referenced in the Index below. In some instances, information requirements could not be provided due to limitations of data availability. The information that has been provided has been extracted from Barclays PLC's 2022 Annual Report, the Barclays PLC 2022 Fair Pay Report and the ESG data centre. We continue to work on improving data availability and enhancing overall reporting transparency.

General disclosures

GRI 2	General Disclosures	
2-1	Organisation details	<ul style="list-style-type: none"> a. Barclays PLC b. Public Limited Company (PLC) c. 1 Churchill Place, London E14 5HP, United Kingdom d. Details on the countries we operate in can be found in our Country Snapshot report
2-2	Entities included in the organisation's sustainability reporting	<ul style="list-style-type: none"> • Barclays PLC Annual Report 2022: Group overview on page 02 • Note 43 – Related undertakings on pages 519 – 522 • Structure and leadership online
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> • On 15 February 2023 we have published our Annual Report relating to the period 1 January 2022 to 31 December 2022. • This report covers both our ESG and financial disclosures, including our climate-related financial disclosures in line with the TCFD Guidelines. We report annually.
2-4	Restatements of information	<ul style="list-style-type: none"> • Barclays PLC Annual Report 2022: Operational footprint dashboard (Note 4) on page 80 • Our approach to reporting financed emissions data on page 87
2-5	External assurance	<ul style="list-style-type: none"> • We assure selected KPIs to a limited assurance standard. See our auditors report online: • Barclays PLC Annual Report 2022: KPMG LLP Limited Assurance on page 64

General disclosures (continued)

GRI 2 General Disclosures

2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: <ul style="list-style-type: none"> Group overview on page 02 Our business model on pages 10 – 11 Customers and clients on pages 26 – 30 Supporting our communities on pages 41 – 43 Supporting our supply chain on pages 43 – 44 Divisional reviews on pages 48 – 55 Working with our clients on pages 103 – 104 Barclays UK – Consumer and business banking on pages 107 – 108 Corporate and investment bank on pages 109 – 111 Treasury green programmes on pages 112 – 114 Private banking and wealth management on pages 115 – 116
2-7	Employees	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: <ul style="list-style-type: none"> Our people and culture on pages 31 – 38 Barclays PLC Diversity, Equity and Inclusion Report 2021 ESG data centre
2-9	Governance structure and composition	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: <ul style="list-style-type: none"> Board governance on pages 142 – 245 Other governance on pages 246 – 263
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: <ul style="list-style-type: none"> Board governance on pages 142 – 245 Our governance online
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: <ul style="list-style-type: none"> Board governance on pages 142 – 245 Our governance online
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: <ul style="list-style-type: none"> Section 172(1) statement on pages 16 – 20 Board governance on pages 142 – 245 Other governance on pages 246 – 263 Our governance online

General disclosures (continued)

GRI 2 General Disclosures

2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Other governance on pages 246 – 263 Our governance online
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> The Board Audit Committee provides oversight of the Barclays Group's climate and sustainability disclosures, and supported the integration of the 2022 TCFD disclosures into the Barclays PLC Annual Report 2022. Barclays PLC Annual Report 2022: Other governance on pages 246 – 263 Spotlight: Climate on page 249 Our governance online
2-15	Conflicts of interest	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Conflicts of interest on page 164
2-16	Communication of critical concerns	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Board governance on pages 142 – 245 Our governance online
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Board governance on pages 142 – 245 Spotlight: Climate on page 249 Our governance online
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Board governance on pages 142 – 245 Our governance online
2-19	Remuneration policies	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Remuneration report on pages 197 – 245 Barclays PLC Fair Pay Report 2022
2-20	Process to determine remuneration	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Remuneration report on pages 197 – 245 Barclays PLC Fair Pay Report 2022

General disclosures (continued)

GRI 2 General Disclosures

2-21	Annual total compensation ratio	<ul style="list-style-type: none"> • Barclays PLC Fair Pay Report 2022: • Barclays PLC Annual Report 2022: Group Chief Executive pay ratio on page 237
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> • Barclays PLC Annual Report 2022: Chairman's introduction on pages 04 – 05 Chief Executive's introduction on pages 06 – 09 Our strategy on pages 12 – 15 Say on Climate on pages 19 – 20 Society on pages 39 – 44 • All of our statements and policy positions on matters including environmental, human rights, governance, financial crime and codes of conduct can be found online
2-23	Policy commitments	<ul style="list-style-type: none"> • All of our statements and policy positions on matters including environmental, human rights, governance, financial crime and codes of conduct can be found online
2-24	Embedding policy commitments	<ul style="list-style-type: none"> • All of our statements and policy positions on matters including environmental, human rights, governance, financial crime and codes of conduct can be found online • Barclays PLC Annual Report 2022: Engaging with our stakeholders on pages 21 – 22 Say on Climate on pages 19 - 20 Non-financial and sustainability information statement on pages 60 – 62 Payment on time on page 44 Restrictive policies on page 98 Responsible lending on page 115 Spotlight: Climate on page 2 Diversity, equity and inclusion (DEI) on page 155 Sustainability on page 155
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> • Barclays PLC Annual Report 2022: Complaints data on page 27 Managing impacts in lending and financing on pages 253 – 255 The Barclays Way on page 256 Whistleblowing on page 257 Managing data privacy, security and resilience on page 262 – 267 Remediation and redress on page 295 • Raising concerns

General disclosures (continued)

GRI 2 General Disclosures

2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • The Barclays Way: How we do business • Barclays PLC Annual Report 2022: Raising concerns on page 174 The Barclays Way on page 256 Whistleblowing on page 257
2-28	Membership associations	<ul style="list-style-type: none"> • All public policy engagements and trade associations are listed online: • Barclays PLC Annual Report 2022: Engaging with industry on pages 122 – 125
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> • Barclays PLC Annual Report 2022: Engaging with our stakeholders on pages 21 – 22
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> • Barclays PLC Annual Report 2022: Listening to our colleagues on page 38

Materiality disclosures

GRI 3 Material Topics

3-1 Process to determine material topics

3-2 List of material topics

3-3 Management of material topics

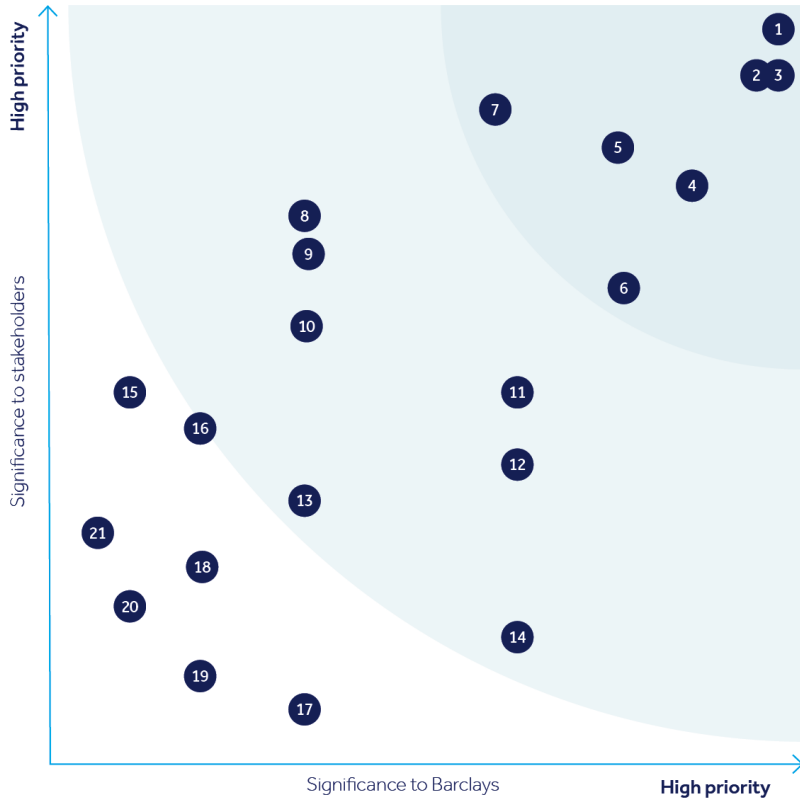
- What is important to our investors and stakeholders evolves over time and we aim to anticipate and respond to these changes. Disclosure expectations in relation to climate change and sustainability matters are particularly fast moving and differ in some ways from more traditional areas of reporting in the level of detail and forward-looking nature of the information involved and the consideration of impacts on the environment and other persons. We have adapted our approach in relation to disclosure of such matters. Our disclosures take into account the wider context relevant to these topics, including evolving stakeholder views, and longer time-frames for assessing potential risks and impacts having regard to international long-term climate and nature-based policy goals. Our climate and sustainability-related disclosures are subject to more uncertainty than disclosures relating to other subjects given market challenges in relation to data reliability, consistency and timeliness, and in relation to the use of estimates and assumptions and the application and development of methodologies. These factors means disclosures may be amended, updated, and recalculated in future as market practice and data quality and availability develops.

Our materiality process includes three phases:

- 1. Research:** We start by gathering data and information from a broad range of sources including customer and client questionnaires, investor questionnaires, ESG ratings agencies, relevant banking industry frameworks, colleague news sources and social media listening. This research allows us to define which topics might be material to our business and develop a proxy ranking across external stakeholders.
 - 2. Engage:** We then engage internal stakeholders from across the business to provide a real-world view of external stakeholder priorities and to gauge the importance of topics across all of our lines of business.
 - 3. Prioritise:** We then take these inputs and score them against a range of criteria. This data is then input into an external software provider to help produce our materiality matrix on page 8.
- The table on pages 7 – 10 gives an indication of the factors considered within both the research and engagement stages of our materiality analysis. This year there has been no material changes in the output of our materiality assessment.
 - We assess the strategic relevance of ESG factors based on two criteria: their relative importance to external stakeholders, as defined in the Engaging our stakeholders section on pages 21 and 22 of the Barclays PLC Annual Report 2022, and their influence on our business success. This helps us to prioritise and govern our activity, ensuring that we are closely aligned with our stakeholders' expectations.

Materiality disclosures (continued)

Analysis matrix



■ High priority issues ■ Medium priority issues ■ Low priority issues

Key

- | | |
|---|---|
| 1. Climate change | 11. Human capital |
| 2. Conduct and corporate culture | 12. Human rights and modern slavery |
| 3. Social and environmental impacts of financing and sustainable financing products | 13. Operational environmental footprint |
| 4. Business model resilience | 14. Supply chain management |
| 5. Cyber security and data protection | 15. Accessible retail products and services |
| 6. Customer and client experience | 16. Corporate citizenship programmes |
| 7. Diversity, equity and inclusion | 17. Taxation |
| 8. Transparency | 18. Remuneration |
| 9. Regulatory environment | 19. Responsible sales and marketing |
| 10. Corporate governance | 20. Nature and biodiversity |
| | 21. Innovation through an ESG lens |

Material topic	Factors included in the materiality assessment	Barclays PLC Annual Report page
Climate change	<ul style="list-style-type: none"> Refers to the physical and transition impacts, risks and opportunities presented by climate change and the transition to a low-carbon economy, as well as adaptation and resilience measures adopted by companies. References to governance systems to manage climate-related risks and opportunities are also included in this topic. Includes factors such as climate and net zero strategy, climate change risks, including physical and transition climate risks and opportunities, governance of climate-related risks and opportunities, scenario analysis, climate change adaptation and resilience, climate targets, approach to transition to a low-carbon economy, transition impacts and opportunities, and Scope 3 emissions management. 	pg. 39, 40, 71 – 77, 127 – 135, 273 – 274, 282 – 289, 296 – 299
Conduct and corporate culture	<ul style="list-style-type: none"> Includes factors such as how the Company manages conduct and compliance risk. This includes codes of conduct, corporate culture, anti-corruption, anti-bribery, anti-money laundering and terrorism financing, fraud management, whistleblowing procedures and remediation, anti-competitive practices, financial crime, business ethics, open and fair competition, intellectual property protection, infringement, misappropriation and enforcement, market access, corporate criminal liability, corporate reputation risk management, grievance/complaint management mechanisms and remediation. 	pg. 256 – 257, 260, 279 – 280

Materiality disclosures (continued)

Material topic	Factors included in the materiality assessment	Barclays PLC Annual Report page	Material topic	Factors included in the materiality assessment	Barclays PLC Annual Report page
Social and environmental impacts of financing and sustainable financing products	<ul style="list-style-type: none"> Includes factors such as managing the potential adverse impacts on society and the environment from our financing of clients, including awareness of and alignment to industry principles (PRI, PRB and NZBA and the Equator Principles), responsible investment policies or programmes, integration of ESG criteria into financing, brown financing, impact management of fossil fuel financing, impact management of financing deforestation, withdrawal of financing. The approach taken to support positive social and environmental outcomes associated with our financing, including ESG labelled products and services, social impact of products and services, environmental impacts of products and services, green financing, low-carbon investments, sustainable financing, financing the transition to a low-carbon economy. 	pg. 85 – 102, 105 – 116, 253 – 255	Diversity, equity and inclusion	<ul style="list-style-type: none"> Includes factors such as diversity (at Barclays, we focus on six intersectional diversity and inclusion agendas – Disability, Gender, LGBT+, Multicultural, Multigenerational and Socioeconomic), social inclusion, fairness and inclusivity in the workplace, Board gender diversity, Board ethnicity, discrimination and harassment, gender pay, equal opportunities, equality, equity, racial justice, inequality and pay gaps. 	pg. 31 – 38, 161 – 162
Business model resilience	<ul style="list-style-type: none"> Management of risks to economic stability, reputation, and business resilience. This includes aligning strategy and business models to long-term value creation; consideration of business continuity, capital ratios, solvency, and financial management. 	pg. 10 – 15, 45 – 59, 127 – 135	Transparency	<ul style="list-style-type: none"> Includes factors such as political involvement, lobbying and political contributions, audit and reporting, stakeholder dialogue, reputation and trust, stakeholder engagement, including investor relations and business partner relationship management, use of data and availability of data, public policy practices, which includes government relations and public affairs, policy positions and values alignment, non-financial reporting including sustainability metrics, and the provision of data to ESG rating agencies. It also includes (integrated) reporting and accounting based on broader non-financial standards and frameworks. 	pg. 60 – 64, 126
Cyber security and data protection	<ul style="list-style-type: none"> Includes factors such as cyber security and strategy; cyber threats, IT risks and disruption, data security, data information security, handling personal data fairly and keeping it accurate, upholding customers' privacy rights, privacy by design, and meeting data privacy legal and regulatory requirements (e.g. privacy breach management and reporting). 	pg. 262 – 263	Regulatory environment	<ul style="list-style-type: none"> Includes the factors such as changes in the legal, policy and regulatory environment, regulatory compliance management, regulatory gaps, inconsistencies and self-regulation, mechanisms to ensure awareness of and compliance with relevant policies, laws and regulations, litigation and regulatory action identification, prevention and management, and dispute prevention and settlements management. 	pg. 126, 271 – 272, 280
Customer and client experience	<ul style="list-style-type: none"> Includes factors such as strategies and mechanisms to manage and enhance customer relations, customer support, customer behaviour, customer satisfaction including customer centricity, acquisition, retention, satisfaction measurements and metrics, service, complaints and disputes, customer advice, and consumer rights, including customer financial protection and fair and equitable treatment of customers. 	pg. 26 – 30, 96 – 97, 103 – 104	Corporate governance	<ul style="list-style-type: none"> Includes factors such as Board independence, composition, tenure and structure, shareholder democracy, Board ESG expertise, executive ESG representation, investor activism, due diligence, Board effectiveness, and overall ESG governance structure. 	pg. 142 – 245

Materiality disclosures (continued)

Material topic	Factors included in the materiality assessment	Barclays PLC Annual Report page	Material topic	Factors included in the materiality assessment	Barclays PLC Annual Report page
Human capital	<ul style="list-style-type: none"> Includes factors such as freedom of association, collective bargaining, employee training, employee turnover, employee development, health and safety, workforce planning, performance appraisal, employee engagement, pay and benefits, job security, just transition, talent development, talent attraction, employee wellbeing, occupational health and safety, employee incentives and benefits, labour rights, unionisation, employee acquisition, talent management and retention, employee development, employee engagement and satisfaction, future of work, and workforce and organisational change management. 	pg. 31 – 38	Accessible retail products and services	<ul style="list-style-type: none"> Includes factors such as financial inclusion, financial health and inclusion, access to and affordability of finance, retail branch presence, financial access, literacy and advice, including youth financial education, empowerment and external and innovative sources of finance, inclusive products and services, including energy inclusion, water affordability and accessibility, and home access and availability, and digital transformation, including access to digital services, data intelligence, business process automation, network quality and reliability, and internet governance and censorship. 	pg. 29 – 30
Human rights and modern slavery	<ul style="list-style-type: none"> Includes factors such as the approach taken to managing the Company's potential adverse impacts on human rights, including in relation to issues such as modern slavery, forced labour, human trafficking, sexual exploitation and abuse, labour rights in the supply chain, indigenous people's rights, land rights and resettlement activities, and children's rights. 	pg. 62, 255	Corporate citizenship programmes	<ul style="list-style-type: none"> Includes factors such as corporate citizenship, philanthropy, charitable contributions, community investment, community engagement, rapport and feedback mechanisms, community support and development, and local economy support, partnerships to advance sustainable development, volunteering, and employment and employability. 	pg. 41 – 43
Operational environmental footprint	<ul style="list-style-type: none"> Includes factors that comprise Barclays' footprint of operations such as greenhouse gas (GHGs) Scope 1, 2 and 3 emissions and reductions, use of offsets, energy use, efficiency, conservation and reductions, air emissions and reductions, water use and efficiency, hazardous and non-hazardous waste production and reduction, recycling, waste recovery and reduction, business travel and employee transportation, environmental management system, carbon intensity, waste intensity, climate mitigation – operational emissions, renewable energy use, and sustainable building management. 	pg. 40, 78 – 84	Taxation	<ul style="list-style-type: none"> Includes factors such as responsible tax practices such as tax policies, planning, transparency and disclosures, cross-border taxation, tax evasion, and tax relief, tax strategy, tax governance, effective tax rate, and tax transparency. 	pg. 258 – 259
Supply chain management	<ul style="list-style-type: none"> Includes factors such as: supply chain management, including screening, auditing, and corrective actions, engagement, transparency, supplier diversity, contractor training and screening, green, responsible and sustainable procurement and sourcing, resource efficiency, and circular economy. 	pg. 43 – 44, 82	Remuneration	<ul style="list-style-type: none"> Fair and equitable compensation at all levels. This includes Board compensation, CEO and executive remuneration and consideration of CEO to employee pay ratio, ESG-linked remuneration and employee incentives. 	pg. 197 – 245
			Responsible sales & marketing	<ul style="list-style-type: none"> Includes factors such as credit and loan standards, responsible product offering, responsible marketing, information to customers, selling practices, transparent information and fair advice to customers, lending practices, discriminatory lending, reputation including sales and pricing, responsible lending, product responsibility, responsible pricing through corporate policies, and practices to ensure pricing of products is fair, transparent and non-discriminatory. 	pg. 294 – 295

Materiality disclosures (continued)

Material topic	Factors included in the materiality assessment	Barclays PLC Annual Report page
Nature and biodiversity	<ul style="list-style-type: none"> Includes factors such as biodiversity impacts and protection of biodiversity, ecosystem services, ecosystem diversity and sensitive areas. Included in this is managing land use, contamination remediation and reducing deforestation, natural capital, protection of natural land cover including wetlands protection and sustainable agriculture and responsible fishing, animal welfare, transition to a circular economy, pollution management, and plastics management. 	pg. 84, 119 – 121
Innovation through an ESG lens	<ul style="list-style-type: none"> Includes factors such as innovation and digitisation, digital transformation, advanced technologies and innovations including internet of things, advanced and next generation cellular networks, remote sensing, nanotechnologies, robotics, block chain and additive manufacturing, business model innovation including cloud computing, sharing economy and fintech, artificial intelligence, innovation management including open innovation, crowdsourcing and co-creation, R&D in products and services, product competitive edge and intellectual property strategy, product market penetration and adoption. 	pg. 03, 13, 49

Economic disclosures

GRI 201 Economic Performance

201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Group overview on page 02 Key performance indicators on pages 24 – 25 Financial review on pages 378 – 396 Financial statements on pages 397 – 523 We publish a summary of turnover, profits, employees, taxes paid and subsidies received by country in the Country Snapshot Report 2022 available online
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Barclays climate strategy on page 40 Climate-related risks identified over the short, medium and long term on pages 74 – 75 Climate-related opportunities identified over the short, medium and long term on page 76 Financing the transition on pages 99 – 102 Working with our clients on page 103 Products and services on page 104 Entrepreneur and innovation programmes on pages 105 – 106 Barclays UK – Consumer and business banking on pages 107 – 108 Corporate and Investment Bank on pages 109 – 111 Treasury green programmes on pages 112 – 114 Private banking and wealth management on pages 115 – 116 Climate risk on pages 179 – 181 Climate risk on page 183 Spotlight: Climate on page 249 Management's role in assessing and managing climate-related risks and opportunities on pages 250 – 252 Managing impacts in lending and financing on pages 253 – 255 Climate risk on pages 273 – 274 Climate risk management on pages 282 – 289 Climate risk performance on pages 296 – 299

Economic disclosures (continued)

GRI 201 **Economic Performance (continued)**201-3 **Defined benefit plan obligations and other retirement plans**

- Barclays PLC Annual Report 2022:
Capital risk on page 276
Pension risk on pages 287 and 292
Pension risk review on pages 362 – 363
Employee remuneration policy on page 208
Valuation of the defined benefit pension obligation in respect of the UK Retirement Fund ('UKRF') on page 407
Consolidated cash flow statement on page 420
Note 31 – Staff costs on page 491
Note 33 – Pensions and post-retirement benefits on pages 494 – 499
- Barclays PLC Pillar 3 Report 2022, Pension risk review:
- Barclays PLC Fair Pay Report 2022:

201-4 **Financial assistance received from government**

- We commit to tax transparency and report any material assistance received in the Barclays PLC Country Snapshot Report 2022

GRI 202 **Market Presence**

202-1 Ratios of standard entry level wage by gender compared to local minimum wage

- Barclays PLC Fair Pay Report 2022
- Barclays PLC UK Pay Gaps Report 2022

Economic disclosures (continued)

GRI 203 Indirect Economic Impacts

- | | | |
|-------|--|--|
| 203-1 | Infrastructure investments and services supported | <ul style="list-style-type: none"> • Barclays PLC Annual Report 2022:
Customers and clients on pages 26 – 30
Society on pages 39 – 44
Divisional reviews on pages 48 – 55
Financing the transition on pages 99 – 101
Products and services on page 104
Entrepreneur and innovation programmes on pages 105 – 106
Barclays UK – Consumer and business banking on pages 107 – 108
Corporate and Investment Bank on pages 109 – 111
Treasury green programmes on pages 112 – 114
Managing impacts in lending and financing on pages 253 – 255
Tax on pages 258 – 259 |
| 203-2 | Significant indirect economic impacts | <ul style="list-style-type: none"> • Barclays PLC Annual Report 2022:
Engaging with our stakeholders on pages 21 – 22
Section 172(1) statement on pages 16 – 20
Customers and clients on pages 26 – 30
Society on pages 39 – 44
Financing the transition on pages 99 – 101
Entrepreneur and innovation programmes on pages 105 – 106
Treasury green programmes on pages 112 – 114
Impairment of financial instruments on page 173
Managing impacts in lending and financing on pages 253 – 255 |

GRI 204 Procurement Practices

- | | | |
|-------|--|---|
| 204-1 | Proportion of spending on local suppliers | <ul style="list-style-type: none"> • Barclays PLC Annual Report 2022:
Supporting our supply chain on pages 43 – 44 |
|-------|--|---|

Economic disclosures (continued)

GRI 205 **Anti-corruption**

205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Non-financial and sustainability information statement on pages 60 – 62 Financial crime on page 260 Material existing and emerging risks on pages 269 – 281 Supervision and regulation on pages 370 – 377 Barclays' Financial Crime Compliance Statement
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> Barclays' Financial Crime Compliance Statement Barclays PLC Annual Report 2022: Political donations on page 191 Whistleblowing on page 257 Financial crime on page 260
205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022 Notes to the financial statements: 26 Legal, competition and regulatory matters on pages 479 – 484

GRI 206 **Anti-competitive Behaviour**

206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Notes to the financial statements: 26 Legal, competition and regulatory matters on pages 479 – 484
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GRI 207 **Tax**

207-1	Approach to tax	<ul style="list-style-type: none"> We share our approach to tax, our tax principles, tax code of conduct, governance of tax and our commitment to tax transparency in the Barclays PLC Country Snapshot Report 2022. Barclays PLC Annual Report 2022: Tax on pages 258 – 259 Tax risk on page 279 Notes to the financial statements: 9 on pages 440 – 444
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> We share our approach to tax, our tax principles, tax code of conduct, governance of tax and our commitment to tax transparency in the Barclays PLC Country Snapshot Report 2022
207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> We share our approach to tax, our tax principles, tax code of conduct, governance of tax and our commitment to tax transparency in the Barclays PLC Country Snapshot Report 2022

Environmental disclosures

GRI 302 Energy

302-1 Energy consumption within the organisation

- Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84
- ESG Data Centre
- See our ESG reporting framework for our reporting methodology online

302-3 Energy intensity

- Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84
- ESG Data Centre
- See our ESG reporting framework for our reporting methodology online

302-4 Reduction of energy consumption

- Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84
- ESG Data Centre
- See our ESG reporting framework for our reporting methodology online

GRI 304 Biodiversity

304-2 Significant impacts of activities, products and services on biodiversity

- Barclays PLC Annual Report 2022: Just transition and nature and biodiversity on pages 119– 121

304-3 Habitats protected or restored

- Barclays PLC Annual Report 2022: Biodiversity on page 84
Just transition and nature and biodiversity on pages 119 – 121
Managing impacts in lending and financing on pages 253 – 255
- See also relevant policy statements online

Environmental disclosures (continued)

GRI 305 Emissions

305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre
305-4	GHG emissions intensity	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre

GRI 306 Waste

306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre
306-3	Waste generated	<ul style="list-style-type: none"> Barclays PLC Annual Report 2022: Achieving net zero operations on pages 78 – 84 ESG Data Centre

Environmental disclosures (continued)

GRI 308 Supplier Environmental Assessment**308-1 New suppliers that were screened using environmental criteria**

- Barclays PLC Annual Report 2022:
Supporting our supply chain on pages 43 – 44
Achieving net zero operations on pages 78 – 84
- ESG Data Centre

308-2 Negative environmental impacts in the supply chain and actions taken

- Barclays PLC Annual Report 2022:
Supporting our supply chain on pages 43 – 44
Human rights-related statements on page 62
Achieving net zero operations on pages 78 – 84
- ESG Data Centre

Social disclosures

GRI 401 Employment

- 401-1 **New employee hires and employee turnover**
- Barclays PLC Annual Report 2022: Our people and culture on page 38
 - ESG Data Centre

GRI 404 Training and Education

- 404-1 **Average hours of training per year per employee**
- Barclays PLC Annual Report 2022: Our people and culture on page 31
 - ESG Data Centre

GRI 405 Diversity and Equal Opportunity

- 405-1 **Diversity of governance bodies and employees**
- Barclays PLC Diversity, Equity and Inclusion Report 2021
 - ESG Data Centre
 - Barclays PLC Annual Report 2022: Our people and culture on pages 31 – 38
Board Nominations Committee report on pages 161 – 162
 - Board Diversity Policy
-
- 405-2 **Ratio of basic salary and remuneration of women to men**
- Barclays PLC Pay Gaps Report 2022:
 - Barclays PLC Annual Report 2022: Our people and culture on pages 31 – 38

GRI 407 Freedom of Association and Collective Bargaining

- 407-1 **Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk**
- Barclays PLC Annual Report 2022: Our people and culture on page 38
Supporting our supply chain on pages 43 – 44
 - Barclays Third Party Code of Conduct:

Social disclosures (continued)

GRI 408 **Child Labor**408-1 **Operations and suppliers at significant risk for incidents of child labor**

- Barclays Third Party Code of Conduct:
- Barclays Group Statement on Modern Slavery
- Barclays PLC Annual Report 2022:
Modern slavery in our supply chain on page 255

GRI 409 **Forced or Compulsory Labor**409-1 **Operations and suppliers at significant risk for incidents of forced or compulsory labor**

- Barclays Group Statement on Modern Slavery
- Barclays Third Party Code of Conduct:
- Barclays PLC Annual Report 2022:
Modern slavery in our supply chain on page 255

GRI 415 **Public Policy**415-1 **Political contributions**

- Barclays PLC Annual Report 2022:
Barclays' approach to public policy on page 126
- Barclays' lobbying expenditure in the EU and US can be accessed on the EU Transparency Register

GRI 417 **Marketing and Labelling**417-1 **Requirements for product and service information and labelling**

- Barclays PLC Annual Report 2022:
Managing conduct risks on pages 294 – 295