

Performance Summary 2018



Sustainability Indicator		Unit	2016	2017	2018
Economic					
Revenue		£m	1943.9	2052.5	1863.3
Trading profit		£m	225.0	210.3	196.1
Dividends		(pence)	7.8	--	--
Wages and salaries		£m	614.2	644.9	614.1
Pensions		£m	35.1	38.1	35.8
Social					
Total number of full time and part time employees (year average)		#	10,845	10,736	10,359
Age Diversity Employees	aged < 25	%	4	5	6
	Employees aged 26 - 35	%	16	18	18
	Employees aged 36 - 49	%	31	35	31
	Employees aged 50 - 59	%	29	32	31
	Employees aged 60 +	%	11	14	14
Gender Diversity	Total female employees	%	27	26	27
	Female Senior Managers (VP grade & above)	%	17	16	19
	Female Board members	%	22	20	25
Ethnic Minority Diversity	Ethnic minority managers	%	1	1	1
	Ethnic minority non-managers	%	15	19	20
Disability Monitoring	Managers with a disability	%	n/a	0.1	0
	Non-managers with a disability	%	n/a	1.3	0.7
Rate of voluntary employee turnover	Voluntary leavers excludes dismissals and redundancies	%	10	10	12
Community giving		£'000	269	275	221
Percentage employees completing Code of Business Conduct training		%	99.5	99.8	99.3
Percentage BUs that certified their H&S management system to OHSAS18001		%	21	25	25
SHE Lagging Indicators (Measured on the SHE Balanced Scorecard)					
Number of health and safety compliance fines/breaches		#	2	1	1
Total cost of fines/prosecutions for non-compliance with applicable health and safety legislation		£	1,515	0	0
Fatalities		#	0	0	0
Days Away Case Rate (>1 day lost time)		#/100,000 FT employee	0.7	0.5	0.8
Recordable Incidence Rate (> 1 st Aid)		#/100 FT employee	0.9	1	1.56
Severity Index (Lost Days)		#/100 FT employee	8.5	11.7	12.4
SHE Leading Indicators (measured on SHE Balanced Scorecard)					
Compliance with SHE Training Programme		% of target	--	85	58
Proactive SHE Observations		% of target	--	86	75
Risk Assessment Metric		% of target	--	93	89
Leadership SHE Gembas to plan		% of target	--	100	100
SHE Committees to Plan		% of target	--	100	100
SHE Calendar reviews to plan		% of target	--	100	100

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Environmental						
Total energy consumption*	Electricity (renewable and non renewable sources), natural gas, heating oil, petrol/diesel, and category 1 and 2 aviation fuel*	GWh	438,878	629.88	606.86	Included in the scope of limited external assurance
Electricity		GWh	111,866	105.77	97.16	
Natural gas		GWh	31,578,	34.22	35.63	
Heating oil		GWh	4.2	3.1	3.2	
Aviation fuel*	Categories 1,2 and 3	GWh	2,236	2,098	1,745	
Volatile Organic Compounds (VOC) ¹		Tonnes	31	28	26	
Total CO2e relating to energy consumption	Electricity, natural gas, heating oil and category 1 aviation fuel*	tCO ₂	125,805	162,298	164,478	Included in the scope of limited external assurance
Scope 1	Natural gas, heating oil, aviation fuel and automotive fuel purchased by Cobham for use in Cobham owned equipment	tCO ₂	81,011	122,954	118,957	
Scope 2	Electricity (Location) and district heating	tCO ₂	46,775	44,388	45,521	
	Electricity (Market) and district heating	tCO ₂	46,303	43,154	35,927	
Scope 3	Aviation fuel for non-Cobham owned aircraft and business travel (train, air and non-company car)	tCO ₂	482,086	487,108	439,045	
Total Waste generated		tonnes	3,524	4,265	2,651	
Total Hazardous Waste		tonnes	614	653	521	
Total non-hazardous waste		tonnes	2,911	3,612	2,130	
Total waste reused/ recycled		tonnes	1,330	1,763	977	
Percentage total waste reused/recycled		%	37	41	37	
Total waste land filled		tonnes	1,507	1,986	898	
Percentage solid waste land filled		%	41	36	35	
Total water consumption		m ³	202,333	190,727	158,796	
Percentage BUs with a written environment policy		%	89	80	78	
Percentage of BUs that certified their environmental management system to ISO14001 or similar		%	50	40	78	
Number of fines or prosecutions for non compliance with applicable environmental legislation (excluding breaches of licence etc)		#	3	4	0	
Total cost of fines and or prosecutions		£	303	0	0	
Key performance Indicators	Water	m ³ /£m	104	94	85	
	Waste	tonnes/£m	1.81	2.07	1.42	
Scope 1 GHG Emissions	Aviation*	TCO ₂ e/£m	35	55	59	
	Non-Aviation	TCO ₂ e/£m	5	4	4	
Scope 2 GHG Emissions (Location-based)	Aviation	TCO ₂ e/£m	n/a	n/a	n/a	
	Non-Aviation	TCO ₂ e/£m	24	22	19	
Scope 3 GHG Emissions	Aviation*	TCO ₂ e/£m	236	166	162	
	Non-Aviation	TCO ₂ e/£m	8	8	9	

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Reported data excludes joint ventures not under the Group’s operational control, sites with fewer than five people, sites leased to tenants, vacant properties awaiting disposal, and any non-reported data for business units that have been closed or divested during 2018.

100% of Cobham’s wholly-owned operations have been reviewed internally to identify omissions and significant variations from the prior year.

Non-financial performance information, greenhouse gas quantification in particular, is subject to more inherent limitations than financial information. It is important to read the selected information in the context of Bureau Veritas full limited assurance statement and the reporting criteria as set out in the Cobham reporting guidelines available at (www.cobham.com/the-group/corporate-responsibility-and-sustainability/performance-data-policies).

* Please note that the proportion of aviation fuel use and subsequent emissions in Scope 1 vs Scope 3 does not correlate directly to the figures presented in the 2017 report; this is because a certain number of flights in CAVs Australia which had previously been classified as producing Scope 3 emissions are now being redefined by the business as Scope 1, and these flights have been reclassified retrospectively. This is because it was realised that emissions from Category 2 aviation fuel more directly fit the definition of Scope 1 greenhouse gas emissions as the fuel being used is fuel owned by Cobham being used by Cobham, see definitions below:

<p>Environmental Definitions</p> <p>Scopes of greenhouse gas (GHG) emissions:</p> <p>Scope 1: Direct emissions from Cobham owned and controlled plant and equipment, including: some aviation fuel, natural gas, heating oil, nonautomotive diesel, fugitive emissions, solvent emissions and automotive fuel.</p> <p>Scope 2: Indirect emissions from purchased renewable and non-renewable electricity using a location based or market based calculation method, and indirect emissions from purchased district heating.</p> <p>Scope 3: Indirect emissions from non-Cobham owned and controlled plant and equipment, including some aviation fuel and business travel (train, air and car).</p>
<p>Categories of Aviation Fuel:</p> <p>Category 1: Aviation fuel purchased by Cobham for use in Cobham owned aircraft or other Cobham owned equipment (Scope 1)</p> <p>Category 2: Aviation fuel purchased by Cobham for use in leased aircraft or other leased equipment (Scope 1; <i>previously defined as Scope 3 in 2017 report, but has been redefined in 2018 for the sake of accuracy</i>)</p> <p>Category 3: Aviation fuel provided by customers at no cost to Cobham for use on customer operations (Scope 3)</p>