







Performance summary

ENERGY AND CARBON EMISSIONS

Energy consumption (G4-EN3)	Measure	2012	2013	2014	2015
Non-renewable fuel					
Diesel	GWh	84	168	176	154
Petrol	GWh	42	55	50	50
Natural gas	GWh	58	56	49	47
Burning oil	GWh	0.05	0.00	0.03	0.02
Gas oil	GWh	0.85	0.50	0.29	0.40
Fuel oil	GWh	2.59	0.76	0.60	0.36
Aviation fuel	GWh	13	13	11	11
CNG	GWh	0.01	0.01	0.01	0.01
Total	GWh	200.50	293.27	286.93	262.79
Electricity, heating & cooling					
Electricity	GWh	1,180	1,182	1,204	1,230
Heating & cooling	GWh	n/a	1	7	5
Total	GWh	1,180	1,183	1,211	1,235
Electricity sold					
Electricity sold	GWh	(0.05)	(0.01)	(0.01)	(0.01)
Total energy consumption¹	GWh	1,380.45	1,476.26	1,497.92	1,497.78 
Energy intensity					
Energy intensity (G4-EN5)	kWh of electricity / TB of data usage	221	157	107	76
Electricity generated from onsite renewables	GWh	0.19	0.23	0.26	0.26
Carbon emissions					
Scope 1 emissions (G4-EN15)	metric tons CO2e	88,500	91,600	88,300	84,400 
Scope 2 market-based emissions (G4-EN16)	metric tons CO2e	531,700	471,600	469,000	409,500 
Scope 2 location-based emissions (G4-EN16)	metric tons CO2e	498,800	488,900	524,300	516,400 
Scope 3 emissions (G4-EN17)	metric tons CO2e	12,200	11,900	49,800	54,800 
Total market-based emissions	metric tons CO2e	632,400	575,100	607,100	548,700
Total location-based emissions	metric tons CO2e	599,500	592,400	662,400	655,600
Carbon credits	metric tons CO2e	0	0	0	0.012
Emissions intensity (scope 1 and 2 market-based) (G4-EN18)	metric tons CO2e / TB of data usage	0.116	0.075	0.050	0.031 
Emissions from business travel (Scope 3)	metric tons CO2e	8,400	10,100	9,300	11,500
Emissions from 3rd party service and install vehicles (Scope 3)	metric tons CO2e	n/a	n/a	38,900	41,100
Waste by type and disposal method (G4-EN23)					
Total waste generated - reuse	metric tons	56	137	90	166
Total waste generated - recycling onsite waste (excl. composting)	metric tons	12,700	17,354	11,314	10,715
Total waste generated - incineration	metric tons	2,022	2,168	2,376	2,453
Total waste generated - landfill	metric tons	6,216	4,378	3,924	3,931
Total waste generated - composting	metric tons	178	207	283	154
Total waste generated	metric tons	21,173	24,243	17,988	17,419
% of recycled and reused waste	%	60%	72%	63%	62%
Water withdrawal by source (G4-EN8)					
Total water use (municipal only)	m3 (water)	422,547	410,148	395,578	374,211
Total water use (onsite capture only)	m3 (water)	n/a	6,047	5,994	5,540
Total water use (inc. onsite capture)	m3 (water)	422,547	416,195	401,572	379,751
Initiatives					
Emissions reductions (G4-EN19)	metric tons CO2e	n/a	4,200	10,900	2,400
Energy saved through efficiencies (G4-EN6)	GWh	n/a	9,093	23,112	5,882
Cost savings from environmental initiatives	\$ million USD	n/a	284.1	325.7	337.1
Revenue generated from environmental initiatives	\$ USD	n/a	543,900	461,400	1,218,900

SOCIAL PERFORMANCE

Social Performance ²	Measure	2012	2013	2014	2015
Community Investments	\$ million USD	9.2	10.3	10.3	14.4
Cash	%	55%	72%	68%	46%
Time	%	2%	6%	6%	5%
In-kind	%	43%	22%	26%	49%
Employee volunteering time	hours	4,500	20,200	18,200	27,000

¹ Sum of total energy consumption from non-renewable fuel and electricity, heating and cooling, minus electricity sold.

² Virgin Media UK's community investment data is not included in our 2012 results. For more information on our environmental reporting criteria, please visit www.libertyglobal.com/cr/cr-report-2015.html

 Data extracted from Liberty Global plc Annual Report and Accounts for year ending 31 December 2015 which was included within KPMG LLP's independent limited assurance scope.

n/a – data not available.

EMPLOYEES

Total workforce and breakdown by employee category (G4-10, G4-LA12)				2012			2013			2014			2015		
Workforce including outsourced employees (Headcount, year end)															
Employees	20,591			35,156			33,969			36,427					
Outsourced employees	n/a			25,830			24,185			29,197					
Total ³	20,591			60,986			58,154			65,624					
Employees by region and gender (Headcount, year end % of total)															
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
North America	64	43	107	66	56	122	71	58	129	79	64	143			
Latin America	2,560	1,609	4,169	2,420	1,540	3,960	2,060	1,400	3,460	2,278	1,551	3,829			
Europe	10,416	5,899	16,315	20,606	10,468	31,074	20,221	10,159	30,380	21,745	10,710	32,455			
Total (LG) (%)	13,040 (63%)	7,551 (37%)	20,591	23,092 (66%)	12,064 (34%)	35,156	22,352 (66%)	11,617 (34%)	33,969	24,102 (66%)	12,325 (34%)	36,427			
Employees by contract type (Headcount, year end)															
Permanent contracts	18,522			32,775			31,902			34,431					
Temporary contracts	2,069			2,381			2,067			1,996					
Employees by employment type (Headcount, year end)															
Full time	18,256			30,904			30,525			32,242					
Part time	2,335			4,252			3,444			4,185					
Employees by age group (Headcount % of total)															
under 30 years old	n/a			9,557 (27%)			8,167 (24%)			7,946 (22%)					
30-50 years old	n/a			21,647 (62%)			21,650 (64%)			23,551 (65%)					
over 50 years old	n/a			3,952 (11%)			4,152 (12%)			4,930 (13%)					
Women in management															
Women in management positions	27%			29%			29%			28%					
Women in Executive Management	11%			10%			9%			13%					
New employee hires and employee turnover (G4-LA1)				2012			2013			2014			2015		
New employee hires by region and gender (Headcount, year end %)															
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
North America	11	8	19	10	14	24	8	7	15	13	13	26			
Latin America	530	433	963	420	318	738	436	361	797	426	344	770			
Europe	2,068	1,482	3,550	3,093	1,942	5,035	2,864	1,660	4,524	3,184	2,005	5,189			
Total (Headcount, year end %)	2,609	1,923	4,532	3,523	2,274	5,797	3,308	2,028	5,336	3,623	2,362	5,985			
Rate of new hires (%) ⁴	22%			16%			16%			16%					
New employee hires by age group (Headcount % of total)															
under 30 years old	n/a			3,316 (57%)			2,866 (54%)			3,012 (50%)					
30-50 years old	n/a			2,336 (40%)			2,295 (43%)			2,669 (45%)					
over 50 years old	n/a			145 (3%)			175 (3%)			304 (5%)					
Employee turnover by region and gender (Number of leavers)															
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
North America	n/a	n/a	16	6	1	7	3	5	8	6	7	13			
Latin America	n/a	n/a	824	814	483	1,297	789	498	1,287	375	352	727			
Europe	n/a	n/a	2,334	3,009	1,798	4,807	3,188	1,879	5,067	3,654	1,954	5,608			
Total	n/a	n/a	3,174	3,829	2,282	6,111	3,980	2,382	6,362	4,035	2,313	6,348			
Rate of total employee turnover (%) ⁴	15%			17%			19%			17%					
Employee turnover by age group (Number of leavers rate, %)															
Total leavers - under 30 years old	n/a			2,350 (6.5%)			2,419 (7%)			2,265 (6%)					
Total leavers - 30-50 years old	n/a			3,076 (8.5%)			3,343 (10%)			3,361 (9%)					
Total leavers - over 50 years old	n/a			685 (2%)			600 (2%)			722 (2%)					
Employee training (G4 - LA9)				2012			2013			2014			2015		
Average training hours (Hours per FTE)	29			24			24			25					
Average training investment (\$USD per FTE)	644			628			650			566					
Employee performance reviews (G4-LA11)				2012			2013			2014			2015		
Employees reviewed (%)	91%			96%			96%			96%					
Employee performance review – by gender and employee category															
Executive management (men)	n/a			95%			100%			98%					
Executive management (women)	n/a			100%			100%			100%					
Senior management (men)	n/a			99%			98%			97%					
Senior management (women)	n/a			96%			100%			98%					
Managers/supervisors (men)	n/a			94%			95%			96%					
Managers/supervisors (women)	n/a			100%			100%			100%					
Non-management (men)	n/a			97%			97%			97%					
Non-management (women)	n/a			93%			94%			94%					
Occupational health & safety (G4 - LA6)⁵				2012			2013			2014			2015		
Injury rate (per 200,000 hours worked)	n/a			n/a			2.28			2.86					
Occupational disease rate (per 200,000 hours worked)	n/a			n/a			4.88			4.53					
Lost day rate (per 200,000 hours worked)	n/a			n/a			31.86			29.60					
Absentee rate (% of days that could have been worked)	n/a			n/a			5.54%			5.81%					
Work-related fatalities	0			0			0			1					

UPC Netherlands' 2013 employee data has been applied to 2014, due to the acquisition of Ziggo.

³ Aside from this total workforce figure, our social performance data does not include outsourced employees. (G4-LA12)

⁴ Rate of new hires & rate of total employee turnover are calculated by dividing the total number of new hires/leavers by the total number of employees.

⁵ Injury rate, Occupational disease rate & Lost days rate are calculated by dividing the total number of incidents by the total number of hours worked and multiplying the calculated figure by 200,000.

n/a – data not available.