



## Independent assurance report by Deloitte LLP to Sky Plc regarding the Annual Report 2016/17 and Bigger Picture Report 2016/17

### What we looked at: scope of our work

Sky Plc ('Sky') has engaged us to give assurance on selected KPIs as defined by Sky, which relate to growing their economic and social contribution, being a responsible business day to day and reaching beyond the business to inspire people to make a positive impact and a valuable contribution to a more sustainable society.

### Limited assurance: Selected responsible business performance data

The assured data, which comprises key performance indicators (KPIs) and progress against prior year targets, appears in the 'Annual Report 2016/17' (the 'Report') at [www.sky.com/corporate](http://www.sky.com/corporate) and Bigger Picture Report at [www.sky.com/biggerpicture](http://www.sky.com/biggerpicture). For the year ended 30 June 2017 the assured indicators comprise:

No.	KPI	Scope
1	Female employees (# and %)	Group (UK and Ireland; Germany and Austria; Italy)
2	Female employees in senior management (# and %)	Group (UK and Ireland; Germany and Austria; Italy)
3	Female members of the Board (# and %)	Group (Sky Plc incorporating UK and Ireland)
4	Accident rate (accidents/100,000 hours worked)	UK and Ireland
5	CO <sub>2</sub> e emissions relative to revenue (t/£m)	Group (UK and Ireland; Germany and Austria; Italy)
6	Absolute gross emissions (Scope 1 and Scope 2 location and market-based emissions) (tCO <sub>2</sub> e)	Group (UK and Ireland; Germany and Austria; Italy)
7	Number of young people participating in initiatives to unlock potential (#)	Group (UK and Ireland; Germany and Austria; Italy)

### What we found: our limited assurance opinion

Based on the scope of our work and the assurance procedures we performed, nothing has come to our attention that causes us to believe that the selected responsible business performance indicators listed in the table above are materially misstated.

### What standards we used: basis of our work and level of assurance

We carried out limited assurance on the selected KPIs in accordance with the International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000 (Revised)). To achieve limited assurance the ISAE 3000 (Revised) requires that we review the processes, systems and competencies used to compile the KPIs on which we provide assurance. This is designed to give a similar level of assurance to that obtained in the review of interim financial information. It does not include detailed testing of source data or the operating effectiveness of processes and internal controls. This provides less assurance and is substantially less in scope than a reasonable assurance<sup>1</sup> engagement.

### What we did: our key assurance procedures

To form our conclusions, we undertook the following procedures:

- Interviewed personnel at Sky, if deemed necessary or if additional information is required, including the Group responsible business team and those with operational responsibility for the assured indicators listed above;
- Read and analysed public information relating to Sky and industry responsible business practices and performance during the 2016/17 reporting period;
- Understood, analysed and re-performed a sample of the Sky Internal Audit team's testing work relating to the collation, validation and reporting of selected responsible business performance data at Group or Business Unit level;

<sup>1</sup> The levels of assurance engagement are defined in ISAE 3000 (Revised). A reasonable level of assurance is similar to the audit of financial statements; a limited level of assurance is similar to the review of a half year financial report.

- Assessed the independence and capability of the Sky Internal Audit team performing procedures;
- Read Sky's Basis of Reporting ([www.sky.com/biggerpicture](http://www.sky.com/biggerpicture)) for each of the assured KPIs and considered whether the detailed descriptions provided reasonably presented the methodology chosen by Sky to compile the KPIs presented; and
- Reviewed the content of the Bigger Picture section of the Annual Report and the Bigger Picture Report against the findings of the aforementioned procedures.

### Limitations

In relation to our work performed on the selected key performance indicators, we note the following specific limitation:

- Our scope did not include examinations of the underlying data systems, or the accuracy of the underlying data in systems operated by third party data providers.

### Responsibilities of Directors and independent assurance provider

#### Sky's responsibilities

The Directors are responsible for the preparation of the Annual Report 2016/17 and Bigger Picture Report 2016/17, for the information and statements contained within it and for the Basis of Reporting at [www.sky.com/biggerpicture](http://www.sky.com/biggerpicture). They are also responsible for determining the responsible business targets and for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived and for calculation of the KPIs.

#### Deloitte's responsibilities, independence and team competencies

Our responsibility is to independently express conclusions on the subject matters as defined within the scope of work above to Sky in accordance with our letter of engagement. Our work has been undertaken so that we might state to the Company those matters we are required to state to them in this report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Sky for our work, for this report, or for the conclusions we have formed.

The maintenance and integrity of Sky's websites is the responsibility of the Directors; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information or Reporting Criteria when presented on Sky's website.

We complied with Deloitte's independence policies, which address and, in certain cases, exceed the requirements of the International Federation of Accountants' Code of Ethics for Professional Accountants in their role as independent auditors, and in particular preclude us from taking financial, commercial, governance and ownership positions which might affect, or be perceived to affect, our independence and impartiality, and from any involvement in the preparation of the Reports. The firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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#### Deloitte LLP

London, United Kingdom  
19 July 2017

We have confirmed to Sky that we have maintained our independence and objectivity throughout the year and in particular that there were no events or prohibited services provided which could impair our independence and objectivity. Our team consisted of a combination of Chartered Accountants with professional assurance qualifications and professionals with a combination of environmental, responsible business and stakeholder engagement experience, including many years' experience in providing responsible business report assurance.



## Appendix A: Figures reported in the Annual Report and Bigger Picture Report for the agreed-upon metrics listed in the Assurance Statement

The figures below are correct as at 19 July 2017. Any restatements relating to these figures should be agreed in writing with Deloitte prior to the publication of the Annual Report and Bigger Picture Report.

No.	Indicator	Group	UK and Ireland	Germany and Austria	Italy
1	Female employees (# and %)	11,745 37%	8,175 35%	1,336 42%	2,234 48%
2	Female employees in senior management (# and %)	62 25%	37 29%	18 20%	7 19%
3	Female members of the Board (# and %)	3 27%	N/A	N/A	N/A
4	Accident rate (accidents/100,000 hours worked)	N/A	0.1	N/A	N/A
5	CO <sub>2</sub> e emissions relative to revenue (t/£m)	9.47	11.02	3.03	8.88
6	Absolute gross emissions (Total Scope 1 and Scope 2 (location-based)) (tCO <sub>2</sub> e)	122,267	94,809	5,636	21,822
	Total Scope 1 and Scope 2 (market-based) (tCO <sub>2</sub> e)	74,617	44,537	2,835	27,245
7	Number of young people participating in initiatives to unlock potential (#)	170,264	158,946	5,738	5,580