







# 2020 Awards and Ratings

Our long-term ESG focus is supported by our awards and ratings

## RECOGNITION OF OUR ACTIVITY

Lloyds Banking Group received the following accolades in 2020.

Category	Award detail	
<b>Ethnicity</b>	Investing in Ethnicity Awards 2020: Outstanding Employer	
<b>Gender equality</b>	Recognised for leading the way towards an equal and more inclusive workforce	
<b>Women in business</b>	Featured in The Times Top 50 Employers for Women	
<b>Working families/ agility</b>	Recognised for the sixth consecutive year as a Top 10 Employer for Working Families	
<b>Culture</b>	Your Best, our employee career development and performance management approach, has been successful in nine awards so far including the Best Large Organisation for Culture in the Business Culture Awards, the Learning and Development award from Investors in People, and the Best Change Management Initiative from the Personnel Today Awards	
<b>COVID-19 response in our facilities</b>	Mitie and Lloyds Banking Group jointly won an Institute of Workplace and Facilities Management Impact Award for our COVID-19 response: Keeping Good Work Going Award	

## OUR PERFORMANCE ON ESG INDICES

We continue to review our scores, enhance our disclosures and actively engage with rating agencies and ESG indices to address the information needs of our stakeholders in this space.

ESG index and scoring	2018	2019	2020
<b>MSCI</b> Scale: AAA to CCC, AAA as a best possible score	BBB	BBB	<b>AA</b>
<b>Sustainalytics</b> Scale: 0–100, 0 as a best possible score	27	24.4	<b>23.3</b>
<b>ISS-ESG Corporate rating</b> Scale: D- to A+, A+ as a best possible score	C	C	<b>C</b>
<b>S&amp;P Global CSA</b> Scale: Ranking of companies, 100 as a best possible score	47	45	<b>43</b>
<b>FTSE4Good</b> Scale: 0–5, 5 as a best possible score	4.2	4.4	<b>4.6</b>
<b>Bloomberg ESG Disclosure</b> Scale: 0–100, with 100 as a best possible score	57	58	<b>58</b>
<b>Bloomberg Gender-Equality Index</b> Scale: 0%–100%, with 100% as a best possible score	N/A	83%	<b>83%</b>
<b>CDP (formerly Carbon Disclosure Project)</b> Scale: A+ to F, with A+ as a best possible score	A	A	<b>A-</b>
<b>ShareAction – Banking on a Low Carbon Future II</b> Rated 16th in 2017 Scale: Ranking of 20 banks, 1st being the best ranking score	N/A	2nd	<b>N/A</b>
<b>Responsibility100 Index (Tortoise)</b> Lloyds Banking Group provide an annual submission in March 2020 Scale: Ranking of 100 FTSE listed companies, 1st being the best ranking score	N/A	17th	<b>8th</b>
<b>Workforce Disclosure Initiative</b> Scale: Number of questions with a meaningful response expressed as a percentage, 100% as a best possible score	83%	75%	<b>85%</b>

N/A indicates a year that we did not participate in the index.