

Woolworths Group - Government, Policy and Industry Engagement Principles

Our approach

These principles outline Woolworths Group Limited's (Woolworths) approach for managing and engaging with government, policy and industry stakeholders. We are committed to being honest, objective and acting with integrity every day.

We operate more than 1,300 sites, employ more than 200,000 team members, engage with 18,000 suppliers and have more than 400,000 investors. Our government, policy and industry engagement processes are designed to act in the best interest of our customers, team members and investors.

Policy engagement

We have broad engagement with government and civil society across Australia and New Zealand.

Engagement between businesses and government, when underpinned by shared values and clear guidelines, is a healthy and important part of our democratic process. As a large business that interacts with all levels of government, we are often invited to contribute to government inquiries, consultations, planning processes and reviews.

When engaging with governments, we endeavour to contribute in a constructive manner, in areas of most relevance to our stakeholders - across customers, team members, suppliers, investors and the communities in which we operate. Our internal policies support ensuring that all policy engagement at Woolworths is fair, constructive and consistent with our purpose.

Climate policy engagement

We continue to work with government, industry and investor stakeholders on environmental issues, including climate change, natural disasters, biodiversity and sustainable sourcing.

More information on how we strive to have a positive impact on our people, our planet and our products - impacting all of our customers and the communities we serve - to create long-term stakeholder value and sustainable growth for our business, can be found [here](#).

Industry associations

Many of the issues that impact our ability to serve our customers and support our team cannot be addressed by one company alone.

We work with industry associations to:

- engage in industry-wide policy discussions;
- participate in and benefit from industry research;
- engage appropriately with industry peers;
- help identify and engage with emerging issues; and
- encourage policy advocacy and actions broadly aligned with our own values and purpose.

Our key memberships include:

- Business Council of Australia;
- Australian Retailers Association;
- National Retailers Association;
- Australian Industry Group;
- Regional Australia Institute;
- Australian Logistics Council;
- New Zealand Initiative;
- Business New Zealand; and
- Employers and Manufacturers Association (NZ).

We regularly review our associations to ensure that their policies and values align with our own - particularly at the time of membership renewal. When an industry association's position on an issue differs from our public position, we raise this with the leadership of that association.

Political donations

Any donations made by or on behalf of Woolworths Group must be consistent with the Group's [Code of Conduct](#) and Political Donations Policy. In short, our policy requires that political donations are:

- solely for the purpose of supporting the democratic process;
- lawful and properly reported and recorded in our accounts; and
- not made where there may be misunderstanding as to its purpose.

All political expenditure is publicly reported in accordance with federal or state legislation to the [Australian Electoral Commission](#) and relevant State or Territory electoral organisations.¹

¹ Note - in accordance with legislation in some states and territories, due to the nature of our business, we do not donate to any state or territory campaigns. In New Zealand, we do not make political donations to political parties. Under New Zealand law, a reasonable fee to attend a political party business conference is not a political donation.