	G4 Content Index - Wool	worths Limited 2017			
		Assured by	Deloitte		
	TANDARD DISCLOSURES				
1. Strategy a					
Profile Disclosure	Description	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
G4-1	Statement from the most senior decision-maker of the organization.	CEO's Report: 2			
2. Organizati					
Profile Disclosure	Description	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
G4-3	Name of the organization.	Front Cover			
G4-4	Primary brands, products, and/or services.	2017 Annual Report: 14-19			
G4-5	Location of organization's headquarters.	2017 Annual Report, Company Directory: 80			
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Scope of report: Contents			
G4-7	Nature of ownership and legal form.	2017 Annual Report: 126-127			
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Store Analysis: 78 2017 Annual Report: 63			
G4-9	Scale of the reporting organization.	CEO Report: 2 Our Group: 3			
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender.	Workplace Metrics: 62 -66			
G4-11	Percentage of total employees covered by collective bargaining agreements.	Workplace Metrics: 63			
G4-12	Describe the organisation's supply chain	Creating Opportunities for All: 12-21 Energy and Carbon Initiatives: 24-37 Working with our Business Partners: 40-55 Value Chain: 58-59			
G4-13	Significant changes during the reporting period regarding size, structure, ownership or supply chain	2017 Annual Report: 98-100			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Energy and Carbon Initiatives: 34-37	Statement on precautionary principles.	Not applicable	Woolworths does not make a specific statement on precautionary principles, but commitments to addressing climate change and deforestation are applicable.
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	People: 12-21 Planet: 24-37 Prosperity: 40-55 Corporate Governance: 67-68 United Nations Global Compact: 69			
G4-16 3. Report Par	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Holds positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; * Views membership as strategic.	People: 12-21 Planet: 24-37 Prosperity: 40-55 Woolworths is an active member of the Consumer Goods Forum			
Profile	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Disclosure	Description	Cross-reference/Direct answer	the part not reported	omission	

G4-17       All entities included in the organisation's consolidated financial state excluded from the report.       2017 Annual Report: 122       Image: Comparise Composition of Comparise	
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G4-27       Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.       Corporate Governance: 67 - 68 Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         5. Report Profile       Description       Cross-reference/Direct answer       If applicable, indicate the part not reported       Reason for omission         G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       Image: Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       Image: Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         G4-29       Date of most recent previous report (if any).       June 2016       Image: Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         G4-30       Reporting cycle (annual, biennial, etc.)       June 2016       Image: Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         G4-31       Contact point for questions regarding the report or its contents.       Company Directory: 80       Image: Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         Profile       Description       Cross-reference/Direct answer       If applicable, indicate t	
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G4-27       Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.       Corporate Governance: 67 - 68       Corporate Responsibility Strategy         5. Report Profile       Description       Cross-reference/Direct answer       If applicable, indicate the part not reported       Reason for omission         G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       Explanation         G4-29       Date of most recent previous report (if any).       June 2016       Image: Constant of the part not reported in the part not reported in the part in	
engagement, and how the organization has responded to those key topics and concerns, including through its reporting.       Corporate Responsibility Strategy       Image: Corporation of the part not reported of the part no	
engagement, and how the organization has responded to those key topics and concerns, including through its reporting.       Corporate Responsibility Strategy       Image: Corporate Responsibility Strategy         5. Report Profile       Description       Cross-reference/Direct answer       If applicable, indicate the part not reported       Reason for omission         G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       Image: Content reported       Explanation         G4-29       Date of most recent previous report (if any).       June 2016       Image: Company Directory: 80       Image: Co	
topics and concerns, including through its reporting.       Image: concerns and co	
5. Report Profile       Description       Cross-reference/Direct answer       If applicable, indicate the part not reported omission       Reason for omission       Explanation         G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       If applicable, indicate the part not reported       Reason for omission       Explanation         G4-29       Date of most recent previous report (if any).       June 2016       Image: Content Scope of report: Contents       Image: Content Scope of report: Content Scope of report: Contents       Image: Content Scope of report: Content Index       Image: Content Scope of report: Content Index fo	
Profile         Description         Cross-reference/Direct answer         If applicable, indicate the part not reported         Reason for omission         Explanation           G4-28         Reporting period (e.g., fiscal/calendar year) for information provided.         Scope of report: Contents         Image: Content state         Image: Content state <td></td>	
Disclosure       the part not reported       omission         G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       Image: Content of the part not reported       omission         G4-29       Date of most recent previous report (if any).       June 2016       Image: Content of the part not reported       Image: Content	
G4-28       Reporting period (e.g., fiscal/calendar year) for information provided.       Scope of report: Contents       Image: Contents         G4-29       Date of most recent previous report (if any).       June 2016       Image: Contents       Image: Contents         G4-30       Reporting cycle (annual, biennial, etc.)       Annual       Image: Contents       Image: Con	
G4-29       Date of most recent previous report (if any).       June 2016	
G4-30       Reporting cycle (annual, biennial, etc.)       Annual       Image: Content index	
G4-30       Reporting cycle (annual, biennial, etc.)       Annual       Image: Content index	
G4-31       Contact point for questions regarding the report or its contents.       Company Directory: 80         6. GRI Content Index	
6. GRI Content Index       Profile       Description       Cross-reference/Direct answer       If applicable, indicate the part not reported       Reason for omission         Disclosure       GRI Content Index for comprehensive disclosure       This report has been prepared 'in accordance' with the Global Reporting       omission	
Profile         Description         Cross-reference/Direct answer         If applicable, indicate the part not reported         Reason for omission         Explanation           Disclosure         GRI Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         Image: Content Index for comprehensive disclosure         Image: Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         Image: Content Index for compre	
Disclosure         the part not reported         omission           G4-32         GRI Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         This report has been prepared 'in accordance' with the Global Reporting         Image: Content Index for comprehensive disclosure         Image: Content Index for comprehensive	
G4-32 GRI Content Index for comprehensive disclosure This report has been prepared 'in accordance' with the Global Reporting	
accordance' with the Global Reporting	
Guidelines to a Core level.	
External Assurance Statement: 74-77	
G4-33 Policy seeking external assurance for the report Corporate Governance: 67 - 68	
External Assurance Statement: 74-77	
7. Governance	

Profile	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Disclosure	Description	Cross-reference/Direct answer	the part not reported	omission	Explanation
G4-34	Governance structure of the organisation, including committees of the	Corporate Governance: 67-68	The part not reported	0111551011	
0+ 0+	highest governance body, identifying committees responsible for	Colporate Covernance. or oc			
	decision-making on economic, environmental and social impacts.				
8. Ethics and					
Profile	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Disclosure			the part not reported	omission	
G4-56	Describe the organisation's values, principles, standard and norms of	Corporate Governance: 67 - 68			
	behaviour such as codes of conduct and codes of ethics ANDARD DISCLOSURES: Disclosures on Management Approach (DI	United Nations Global Compact: 69	ļ	ł	
G4 DMA	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
O4 DIVIA	Description	Closs-lefelence/Direct answer	the part not reported	omission	Explanation
DMA EC	Disclosure on Management Approach EC				
Aspects	Economic performance	At a glance: 7			
		Making an impact: 44 - 45			
		2017 Annual Report			
	Indirect economic impacts	At a glance: 7			
	Procurement practices	Working with our business partners: 40-			
	Diselecture on Monorcoment Approach EN	43			
DMA EN	Disclosure on Management Approach EN Materials	Maying to a simular assessment 26.27			
Aspects	Materials	Moving to a circular economy: 26-27 Sustainability metrics: 60-61			
	Energy	Energy and carbon initiatives: 34-37			
	Lingy	Sustainability metrics: 60-61			
	Emissions	Energy and carbon initiatives: 34-37			
		Sustainability metrics: 60-61			
	Effluents and waste	Moving to a circular economy: 26-27			
		Sustainability metrics: 60-61			
	Compliance	2017 Annual Report: 59			
	Transport	Energy and carbon initiatives: 34-37			
	Supplier Environmental Assessment	Sustainability metrics: 60-61			
	Supplier Environmental Assessment	Working with our business partners: 40- 43			
	Environmental Grievance Mechanisms	Woolworths Customer Contact Centre	Number of grievances	Not material	Volume of complaints is not
		handles customer communication,	not reported	not matorial	material and do not relate to
		which includes complaints related to			material issues for the business
		environmental issues.			
DMA LA	Disclosure on Management Approach LA				
Aspects	Employment	People: 12-21			
	Labour/management relations	Workplace metrics: 62-66 People: 12-21		+	
		Workplace metrics: 62-66			
	Occupational health and safety	Creating opportunities for all: 18-21	1	1	1
		Workplace metrics: 62-66		1	
	Training and education	Embracing our diversity: 14-15		T	
	Diversity and equal opportunity	People: 12-21			
	Equal remuneration for women and men	Gender equality: 12-13			
		Workplace metrics: 62-66		1	
	Supplier Assessment for Labour Practices	Working with our business partners: 40-	-		
		43			

	Labour Practices Grievance Mechanisms	Woolworths' Speak Up program is an independent process for suppliers and employees to report issues related to fair treatment, safety and breaches of code of conduct.	Number of grievances not reported	Not material	Volume of complaints is not material and do not relate to material issues for the business
DMA HR	Disclosure on Management Approach HR				
Aspects	Investment	Prosperity: 40-55			
	Non-discrimination	Workplace metrics: 62-66			
	Freedom of association and collective bargaining	Workplace metrics: 62-66			
	Child labour	Working with our business partners: 40- 43 Labour practices in our global supply chain: https://www.woolworthsgroup.com.au/p age/community-and-			
		responsibility/group- responsibility/responsibile- sourcing/Labour_Practices_in_our_glo bal_supply_chain/			
	Forced or compulsory labour	Working with our business partners: 40- 43 Labour practices in our global supply chain: https://www.woolworthsgroup.com.au/p age/community-and- responsibility/group- responsibility/group- responsibility/group- sourcing/Labour_Practices_in_our_glo bal_supply_chain/			
	Assessment	Working with our business partners: 40- 43 Labour Practices in our global supply chain: https://www.woolworthsgroup.com.au/p age/community-and- responsibility/group- responsibility/group- responsibility/responsibile- sourcing/Labour_Practices_in_our_glo bal_supply_chain/			
	Supplier Human Rights Assessment	Working with our business partners: 40- 43 Labour Practices in our global supply chain: https://www.woolworthsgroup.com.au/p age/community-and- responsibility/group- responsibility/responsibile- sourcing/Labour_Practices_in_our_glo bal_supply_chain/			

				-	
	Human Rights Grievance Mechanisms	Working with our business partners: 40- 43			
		Labour Practices in our global supply chain:			
		https://www.woolworthsgroup.com.au/p			
		age/community-and- responsibility/group-			
		responsibility/responsibile- sourcing/Labour_Practices_in_our_glo			
		bal_supply_chain/			
DMA SO	Disclosure on Management Approach SO				
Aspects	Local communities	Making an impact: 44-53			
7.590013		Responsible service of alcohol: 54			
		Responsible gambling: 55			
	Anti-corruption	Corporate Governance: 67-68			
	Public policy	Corporate Governance: 67-68			
	Anti-competitive behaviour	Corporate Governance: 67-68		1	
	Compliance	Working with our business partners: 40-			
		43			
	Supplier Assessment for Impacts on Society	Working with our business partners: 40-	4		
		43			
	Grievance Mechanisms for Impacts on Society	The grievance mechanism process			
	· · · · · · · · · · · · · · · · · · ·	adopted by management is supported			
		through 3 key initiatives: Customer			
		Contact Centre, ethical audits			
		conducted for business partners, and			
		the Speak Up program. There were			
		approximately 2,800 matters raised in			
		FY17. The matters raised are minor			
		and therefore have been deemed not			
		material.			
DMA PR	Disclosure on Management Approach PR				
Aspects	Customer health and safety	Creating shared values with our			
		customers: 50-53			
	Product and service labelling	Working with our business partners: 40-			
		43			
	Marketing communications	Responsible service of alcohol: 54			
		Responsible gambling: 55			
	Customer privacy	Corporate Governance: 67-68			
	Compliance	Woolworths Customer Contact Centre	Number of grievances	Not material	Volume of complaints is not
		handles customer communications,	not reported		material and do not relate to
		which includes complaints related to			material issues for the business
		products and services.			
STANDARD	DISCLOSURES PART III: Performance Indicators		I	I	
Economic					
Performance	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Indicator	Decemption		the part not reported	Omission	Explanation
Economic per	formance				
G4-EC1	Direct economic value generated and distributed, including revenues,	At a glance: 7			
	operating costs, employee compensation, donations and other	Making an impact: 44-45			
	community investments, retained earnings, and payments to capital	2017 Annual Report			
	providers and governments.				
G4-EC2	Financial implications and other risks and opportunities for the	Energy and carbon initiatives: 34-37			
	organisation's activities due to climate change.				

G4-EC3	Coverage of the organisation's defined benefit plan obligations.	Woolworths Limited makes superannuation contributions for			
		employees of the Company. The financial position of the Woolworths			
		Group Superannuation Plan is			
		declared in the Annual Report.			
		2017 Annual Report: 108		-	
G4-EC4	Financial assistance received from government.	Woolworths Limited receives subsidies for employees on supported wages.	Monetary value of subsidies	Proprietary information	Monetary not disclosed for privacy reasons
Indirect econo	pmic impacts	· · · · · · ·			
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	At a glance: 7			
Procurement			T.	1	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	Creating shared value with our customers: 50-51			
Environmenta				1	
Performance Indicator	Description	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation
Materials					
G4-EN1	Materials used by weight or volume.	Woolworths primary products are food			
		and grocery which by their nature do			
		not include recycled input materials. The packaging used in some cases			
		can be recycled. Sustainability metrics:			
		60-61			
Energy					
G4-EN3	Energy consumption within the organisation	Energy and carbon initiatives: 34-37			
04 514		Sustainability metrics: 60-61		-	
G4-EN4	Energy consumption outside of the organisation	Energy and carbon initiatives: 34-37 Sustainability metrics: 60-61			
G4-EN5	Energy intensity	Energy and carbon initiatives: 34-37			
G4-EN6	Reduction of energy consumption	Energy and carbon initiatives: 34-37			
		Sustainability metrics: 60-61			
G4-EN7 Emissions	Reductions in energy requirements of products and services	Energy and carbon initiatives: 34-37			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy and carbon initiatives: 34-37		1	
		Sustainability metrics: 60-61			
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy and carbon initiatives: 34-37			
		Sustainability metrics: 60-61			
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Energy and carbon initiatives: 34-37 Sustainability metrics: 60-61			
G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy and carbon initiatives: 34-37		1	1
	<b>3</b> ( , , )	Sustainability metrics: 60-61			
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy and carbon initiatives: 34-37			
G4-EN20	Emissions of azona deploting substances (ODS)	Sustainability metrics: 60-61 Total emissions of ozone depleting			
G4-EN20	Emissions of ozone-depleting substances (ODS)	substances were 21.0 tonnes, primarily		1	
		from R22 Refrigerant loss			
Effluents and	Waste				
G4-EN23	Total weight of waste by type and disposal method.	Moving to a circular economy: 26-27			
		Sustainability metrics: 60-61			
G4-EN24	Total number and volume of significant spills.	475 environmental incidents in the			
		Petrol division, many involving customer's vehicles leaking fuel or oil.			
		There were no significant spills.		1	
		There were no significant spills.		1	

Compliance					
G4-EN29	Monetary value of significant fines and total number of non-monetary	There were no significant		1	
G4-LIN29	sanctions for non-compliance with environmental laws and	environmental incidents that incurred			
	i i i i i i i i i i i i i i i i i i i				
<b>-</b>	regulations.	monetary fines for Woolworths.			
Transport				1	
G4-EN30	Significant environmental impacts of transporting products and other	Energy and carbon initiatives: 34-37			
	goods and materials used for the organization's operations, and	Sustainability metrics: 60-61			
	transporting members of the workforce.				
	ronmental Assessment		r	T	
G4-EN32	Percentage of new suppliers that were screened using environmental	Base on materiality and risk, all	Suppliers in low risk	Not material	
	criteria	factories in certain countries have been	countries might not be		
		audited against Woolworths' Ethical	audited		
		Sourcing Policy, which includes			
		environmental criteria.			
G4-EN33	Significant actual and potential negative environmental impacts in the	Sourcing environmentally sustainable			
	supply chain and actions taken	commodities: 30 -31			
		Working with our business partners: 40-			
		43			
		Labour practices in our global supply			
		chain:			
		https://www.woolworthsgroup.com.au/p			
		age/community-and-			
		responsibility/group-			
		responsibility/responsibile-			
		sourcing/Labour_Practices_in_our_glo			
		bal_supply_chain/			
Environmenta	al grievance mechanism	bul_ouppiy_onum			
G4-EN34	Number of grievances about environmental impacts filed, addressed	The grievance mechanism process		1	
OF LINOF	and resolved through formal grievance mechanisms	adopted by management is supported			
	and resolved through formal gnevance mechanisms	through 3 key initiatives: Customer			
		Contact Centre, ethical audits			
		· · · · · · · · · · · · · · · · · · ·			
		conducted for business partners, and			
		the Speak Up program. There were			
		approximately 2,800 matters raised in			
		FY17. The matters raised are minor			
		and therefore have been deemed not			
		material.			
	Ir Practices and Decent Work				
Performance	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Indicator			the part not reported	Omission	
Employment					
G4-LA1	Total number and rates of new employee hires and employee	Workplace metrics: 62- 66			
	turnover by age group, gender, and region.				
G4-LA2	Benefits provided to full-time employees that are not provided to	2017 Annual Report: 108-114			
	temporary or part-time employees, by major operations.				
G4-LA3	Return to work and retention rates after parental leave, by gender.	Workplace metrics: 62-66	Short-term and long	Not available	System currently prevents
			term retention rates		assessment of retention rates after
			after parental leave		parental leave
			and parentaricave		parentarieave

G4-LA4	Minimum notice period(s) regarding significant operational changes,	Most of our optomics oprogram			1
G4-LA4		Most of our enterprise agreements			
	including whether it is specified in collective agreements.	make provision for us to notify and			
		consult with employees and the			
		relevant unions about the introduction			
		of major change. E.g. from Woolworths			
		National Supermarket Agreement 2009			
		"discussion shall commence as early			
		as practicable after a firm decision has			
		been made by the company".			
		been made by the company .			
Occupational	health and safety			1	
G4-LA5	Percentage of total workforce represented in formal joint	Creating opportunities for all: 18-21			
	management-worker health and safety committees that help monitor	Workplace metrics: 62-66			
	and advise on occupational health and safety programs.				
G4-LA6	Types of injury and rates of injury, occupational diseases, lost days,	Creating opportunities for all: 18-21	Injury types and	Proprietary	Absentee rates, and injury data split
04 1/10	and absenteeism, and number of work-related fatalities by region, and		absentee rates;	information	by region and injury type not
		Workplace metrics. 02-00		information	
	by gender.		regional split		reported for privacy reasons.
G4-LA7	Workers with high incidence or high risk of diseases related to their	Manual handling injuries are the			
	occupation	highest injury cause for operational			
		staff.			
G4-LA8	Health and safety topics covered in formal agreements with trade	Key topics covered in formal			
	unions.	agreements with trade unions include a			
		safe working environment, training,			
		occupational rehabilitation and process			
Training and e	education	change management.	l		
		Woolworths provided over 1 200	Hours of training	Not available	Due to system changes, data was
G4-LA9	Average hours of training per year per employee by gender, and by	Woolworths provided over 1,200	Hours of training	Not available	Due to system changes, data was
		Woolworths provided over 1,200 training course for employees	provided per employee	Not available	not available. We are working to
	Average hours of training per year per employee by gender, and by		provided per employee by gender and	Not available	not available. We are working to address these so that data can be
	Average hours of training per year per employee by gender, and by		provided per employee	Not available	not available. We are working to
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	training course for employees	provided per employee by gender and	Not available	not available. We are working to address these so that data can be
	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the	training course for employees Woolworths provided over 1,200	provided per employee by gender and	Not available	not available. We are working to address these so that data can be
G4-LA9	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing	training course for employees	provided per employee by gender and	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	training course for employees Woolworths provided over 1,200 training course for employees	provided per employee by gender and	Not available	not available. We are working to address these so that data can be
G4-LA9	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 Diversity and	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries.	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 Diversity and	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership,	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries.	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 Diversity and G4-LA12	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries.	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 Diversity and G4-LA12 Equal remune	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 Diversity and G4-LA12	Average hours of training per year per employee by gender, and by employee category.  Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employees	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 G4-LA12 Equal remune G4-LA13	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employees category, by significant locations of operation	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66	provided per employee by gender and employee category.	Not available	not available. We are working to address these so that data can be
G4-LA10 G4-LA11 Diversity and G4-LA12 Equal remune G4-LA13 Supplier asse	Average hours of training per year per employee by gender, and by employee category. Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. Percentage of employees receiving regular performance and career development reviews, by gender and employment category equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employees category, by significant locations of operation essment for Labour Practices	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66	provided per employee by gender and employee category.		not available. We are working to address these so that data can be
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G4-LA9 G4-LA10 G4-LA11 Diversity and G4-LA12 Equal remune G4-LA13 Supplier asse	Average hours of training per year per employee by gender, and by employee category.  Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.  Percentage of employees receiving regular performance and career development reviews, by gender and employment category  equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation sesment for Labour Practices Percentage of new suppliers that were screened using labour	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66 Workplace metrics: 62-66 Based on materiality and risk, all factories from certain countries have	provided per employee by gender and employee category.		not available. We are working to address these so that data can be
G4-LA9 G4-LA10 G4-LA11 G4-LA12 Equal remune G4-LA13 Supplier asse	Average hours of training per year per employee by gender, and by employee category.  Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.  Percentage of employees receiving regular performance and career development reviews, by gender and employment category  equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation sesment for Labour Practices Percentage of new suppliers that were screened using labour	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66 Workplace metrics: 62-66 Based on materiality and risk, all factories from certain countries have been audited against Woolworths'	provided per employee by gender and employee category.		not available. We are working to address these so that data can be
G4-LA10 G4-LA11 Diversity and G4-LA12 Equal remune G4-LA13 Supplier asse	Average hours of training per year per employee by gender, and by employee category.  Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.  Percentage of employees receiving regular performance and career development reviews, by gender and employment category  equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation sesment for Labour Practices Percentage of new suppliers that were screened using labour	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66 Workplace metrics: 62-66 Based on materiality and risk, all factories from certain countries have been audited against Woolworths' Ethical Sourcing Policy, which includes	provided per employee by gender and employee category.		not available. We are working to address these so that data can be
G4-LA10 G4-LA11 Diversity and G4-LA12 Equal remune G4-LA13 Supplier asse	Average hours of training per year per employee by gender, and by employee category.  Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.  Percentage of employees receiving regular performance and career development reviews, by gender and employment category  equal opportunity Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. eration for Women and Men Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation sesment for Labour Practices Percentage of new suppliers that were screened using labour	training course for employees Woolworths provided over 1,200 training course for employees Only salaried employees and executives receive annual performance reviews. 12% of employees are on salaries. Workplace metrics: 62-66 Workplace metrics: 62-66 Based on materiality and risk, all factories from certain countries have been audited against Woolworths'	provided per employee by gender and employee category.		not available. We are working to address these so that data can be

		1			
G4-LA15	Significant actual and potential negative impacts for labour practices	Working with our business partners: 40-	-		
	in the supply chain and actions taken	43			
		Labour practices in our global supply			
		chain:			
		https://www.woolworthsgroup.com.au/p			
		age/community-and-			
		responsibility/group-			
		responsibility/responsibile-			
		sourcing/Labour_Practices_in_our_glo			
		bal_supply_chain/			
Labour Practic	ces Grievance Mechanisms				
G4-LA16	Number of grievances about labour practices filed, addressed and	The grievance mechanism process			
	resolved through formal grievance mechanisms	adopted by management is supported			
	······	through 3 key initiatives: Customer			
		Contact Centre, ethical audits			
		conducted for business partners, and			
		the Speak Up program. There were			
		approximately 2,800 matters raised in			
		FY17. The matters raised are minor			
		and therefore have been deemed not			
		material.			
Social: Huma	n Rights				
Performance	Description	Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Indicator			the part not reported	Omission	
Investment	•	-		•	
G4-HR1	Total number and percentage of significant investment agreements	There has been no significant			
	that include human rights clauses or that have undergone human	investments during the year.			
	rights screening.	······································			
G4-HR2	Total hours of employee training on policies and procedures	The Woolworths Code of Conduct	Total hours of training.	Not available	All new employees are required to
0411112			rotarnours of training.	Not available	review and sign off on the Code of
	concerning aspects of human rights that are relevant to operations,	contains human rights information and			5
	including the percentage of employees trained.	all new employees are required to			Conduct before commencing their
		agree to adhere to the Code.			employment, as such Woolworths
					does not retain total hours of
					training.
Non-discrimin	ation				
G4-HR3	Total number of incidents of discrimination and corrective actions	Workplace metrics: 62-66	Details of actions	Proprietary	Details of review processes and
	taken.		taken	information.	actions taken are not disclosed due
					to privacy reasons.
Freedom of as	ssociation and collective bargaining	•			
G4-HR4	Operations and significant suppliers identified in which the right to	Working with our business partners: 40	-		
	exercise freedom of association and collective bargaining may be	43			
	violated or at significant risk, and measures taken to support these	Labour practices in our global supply			
	rights.	chain:			
		https://www.woolworthsgroup.com.au/p			
		age/community-and-			
		responsibility/group-			
		responsibility/responsibile-			
		sourcing/Labour_Practices_in_our_glo			
		bal_supply_chain/			
Child labour					

		-		
G4-HR5	Operations and significant suppliers identified as having significant	Working with our business partners: 40	4	 
	risk for incidents of child labour, and measures taken to contribute to	43		
	the effective abolition of child labour.	Labour practices in our global supply		
		chain:		
		https://www.woolworthsgroup.com.au/p		
		age/community-and-		
		responsibility/group-		
		responsibility/responsibile-		
		sourcing/Labour_Practices_in_our_glo		
		bal_supply_chain/		
Forced and co	ompulsory labour		1 1	
G4-HR6	Operations and significant suppliers identified as having significant	Working with our business partners: 40	-	
	risk for incidents of forced or compulsory labour, and measures to	43		
	contribute to the elimination of all forms of forced or compulsory	Labour practices in our global supply		
	labour.	chain:		
		https://www.woolworthsgroup.com.au/p		
		age/community-and-		
		responsibility/group-		
		responsibility/responsibile-		
		sourcing/Labour_Practices_in_our_glo		
		bal_supply_chain/		
Assessment				
G4-HR9	Total number and percentage of operations that have been subject to	No operations were subject to specific	1	
0	human rights reviews or impact assessments.	reviews or impact assessments on		
		human rights. All employees are		
		required to comply with the Code of		
		Conduct, which addresses		
		discrimination.		
		Working with our business partners: 40		
		43		
		Labour practices in our global supply		
		chain:		
		https://www.woolworthsgroup.com.au/p		
		age/community-and-		
		responsibility/group-		
		responsibility/responsibile-		
		sourcing/Labour_Practices_in_our_glo		
Supplier hum	an rights assessment	bal_supply_chain/		
G4-HR10	Percentage of new suppliers that were screened using human rights	Working with our business partners: 40-	]	
0	criteria	43		
		Labour practices in our global supply		
		chain:		
		https://www.woolworthsgroup.com.au/p		
		age/community-and-		
		responsibility/group-		
		responsibility/responsibile-		
		sourcing/Labour_Practices_in_our_glo		
		bal_supply_chain/		

·			r		
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Working with our business partners: 40- 43 Labour practices in our global supply chain: https://www.woolworthsgroup.com.au/p age/community-and- responsibility/group- responsibility/responsibile- sourcing/Labour_Practices_in_our_glo bal_supply_chain/			
Human rights	grievance mechanisms				
	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	The grievance mechanism process adopted by management is supported through 3 key initiatives: Customer Contact Centre, ethical audits conducted for business partners, and the Speak Up program. There were approximately 2,800 matters raised in FY17. The matters raised are minor and therefore have been deemed not material. Through the Ethical Sourcing Audit Program, any corrective actions identified for suppliers are addressed before orders are placed. Working with our business partners: 40-			
		43			
Social: Societ				1-	
Performance Indicator		Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for Omission	Explanation
Local Commu				1	
G4-SO2	Operations with significant actual or potential negative impacts on local communities.	Responsible service of alcohol: 54 Responsible gambling: 55			
Anti-Corruptio	n				
G4-SO4	Communication and training on anti-corruption policies and procedures	Fair Trading Training and Assessments are conducted by the Compliance Team. Fair Trading 100% completed by staff interacting with Suppliers Fraud, Bribery and Corruption: 88.5% Australia, 86.8% New Zealand	Breakdown of training data	Not material	Management reviews performance by the categories disclosed

G4-SO5	Confirmed incidents of corruption and actions taken	Woolworths did not receive any fine in FY2017 for contravention of the Competition and Consumer Act or Australian Consumer Law. This was assisted by winning the "Mind the Gap" case. On 8 December 2016 the Federal Court found that Woolworths' December 2014 "Mind the Gap" initiative did not constitute unconscionable conduct. The Court comprehensively rejected the ACCC's case against Woolworths and accepted all of Woolworths' witness evidence		
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Corporate Governance: 67 - 68		
Anti-competiti				
G4-SO7	Total number of legal actions for anti-competitive behaviour, anti- trust, and monopoly practices and their outcomes.	Woolworths did not receive any fine in FY2017 for contravention of the Competition and Consumer Act or Australian Consumer Law. This was assisted by winning the "Mind the Gap" case. On 8 December 2016 the Federal Court found that Woolworths' December 2014 "Mind the Gap" initiative did not constitute unconscionable conduct. The Court comprehensively rejected the ACCC's case against Woolworths and accepted all of Woolworths' witness evidence		
Compliance		I		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Woolworths did not receive any fine in FY2017 for contravention of the Competition and Consumer Act or Australian Consumer Law. This was assisted by winning the "Mind the Gap" case. On 8 December 2016 the Federal Court found that Woolworths' December 2014 "Mind the Gap"		
Supplier asse	ssment for Impacts on Society	initiative did not constitute unconscionable conduct. The Court comprehensively rejected the ACCC's case against Woolworths and accepted all of Woolworths' witness evidence		

					1
G4-SO9	Percentage of new suppliers that were screened using criteria for	Based on materiality and risk, all	Suppliers in low risk	Not material	
	impacts on society	factories from certain counties have	countries might not be		
		been audited against Woolworths'	audited.		
		Ethical Sourcing Policy, which includes			
		impacts on society.			
G4-SO10	Significant actual and potential negative impacts on society in the	Woolworths did not receive any fine in			
010010	supply chain and actions taken	FY2017 for contravention of the			
	Suppry chain and actions taken	Competition and Consumer Act or			
		Australian Consumer Law. This was			
		assisted by winning the "Mind the Gap"			
		case.			
		On 8 December 2016 the Federal			
		Court found that Woolworths'			
		December 2014 "Mind the Gap"			
		initiative did not constitute			
		unconscionable conduct. The Court			
		comprehensively rejected the ACCC's			
		case against Woolworths and accepted			
		all of Woolworths' witness evidence			
	chanisms for Impacts on Society				
G4-SO11	Number of grievances about impacts on society filed, addressed, and	The grievance mechanism process			
	resolved through formal grievance mechanisms	adopted by management is supported			
		through 3 key initiatives: Customer			
		Contact Centre, ethical audits			
		conducted for business partners, and			
		the Speak Up program. There were			
		approximately 2,800 matters raised in			
		FY17. The matters raised are minor			
		and therefore have been deemed not			
		material.			
Social: Produc	ct Responsibility				
Performance		Cross-reference/Direct answer	If applicable, indicate	Reason for	Explanation
Indicator			the part not reported	omission	
Customer hea	Ith and safety				
G4-PR1	Percentage of significant product and service categories for which	Creating shared value with our			
	health and safety impacts are assessed for improvement	customers: 50-53			
G4-PR2	Total number of incidents of non-compliance with regulations and	There were 4 product recalls for			
	voluntary codes concerning health and safety impacts of products and	Woolworths Own Brand products			
	services during their life cycle, by type of outcomes.	during the year, due to product safety.			
		3 of the recalls were for general			
		merchandise products and 1 was a			
		food product.			
Product and service labelling					
G4-PR3	Type of product and service information required by the organisation's	All Woolworths Own Brand and Fresh			
	procedures for product and service information and labelling, and	products are assessed under the			
	percentage of significant products and services categories subject to	Woolworths Supplier Excellence			
	such information requirements.	program.			
G4-PR4	Total number of incidents of non-compliance with regulations and	There was 1 product recall during the			
	voluntary codes concerning product and service information and	year due to incorrect labelling -			
	labelling, by type of outcomes.	undeclared allergens.			

