



2021 Sustainability Report Appendix





Unless otherwise stated, this report covers all our operations in Australia and New Zealand for the 2021 financial year - 1 July 2020 to 30 June 2021 (F21). Only workforce data (excluding safety) is included for our global sourcing offices in China, Bangladesh and Thailand. Photos within the report may have been taken before social distancing restrictions were in place. All amounts are expressed in Australian dollars unless another currency is indicated.





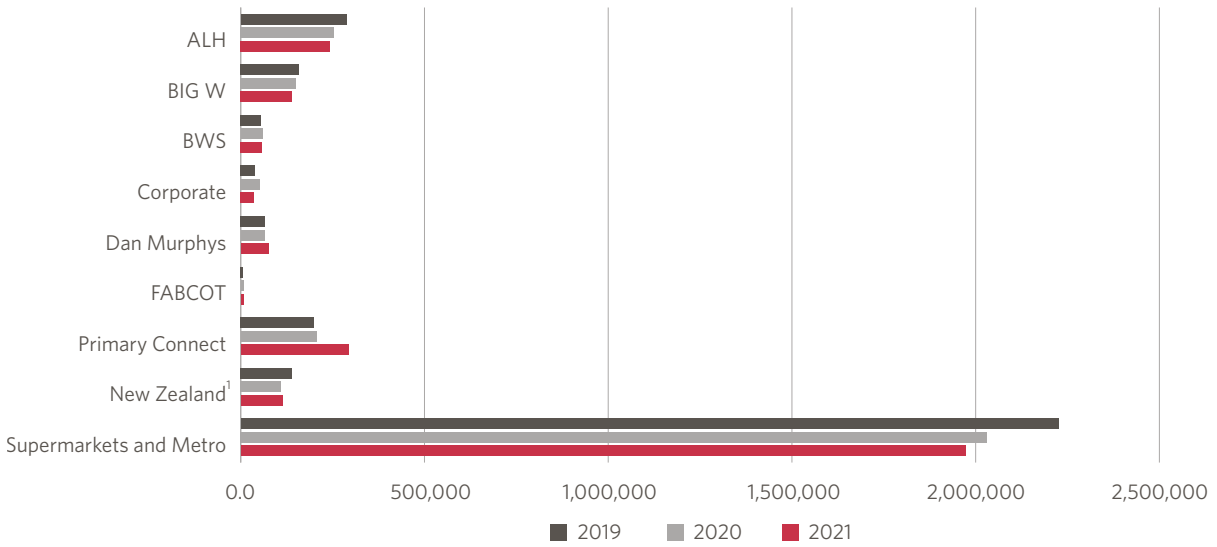
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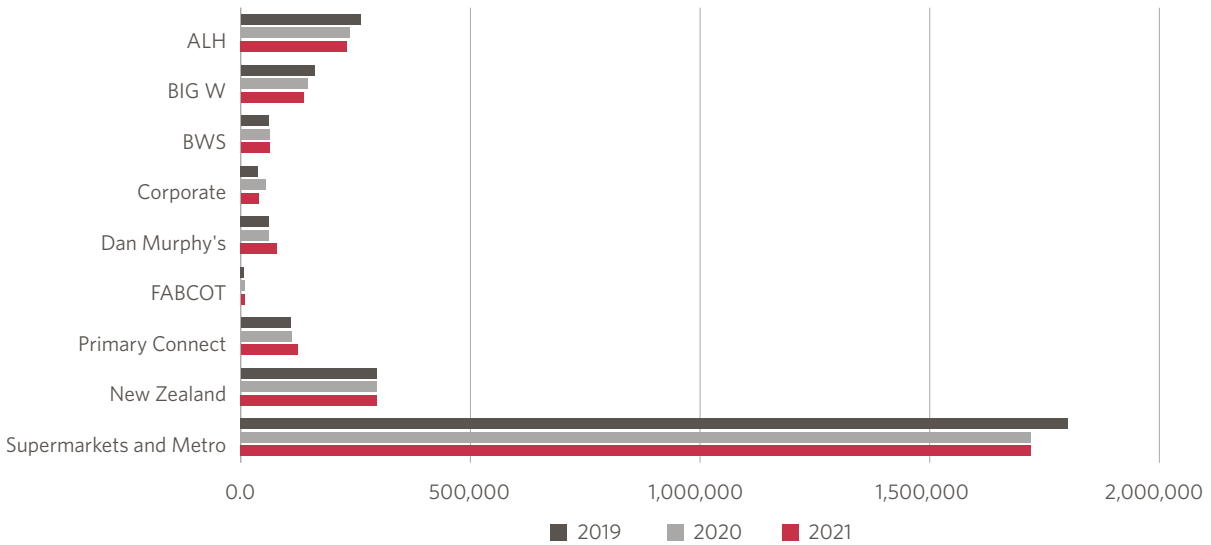
Sustainability metrics

TOTAL CO₂ EMISSIONS (t CO₂e)



¹ New Zealand sustainability report shows higher scope 3 emissions in F21, which were not incorporated in the Group report as we undergo reporting alignment to Australian Scope 3 data in F22.

ELECTRICITY USE (MWh)



EMISSIONS FROM FACILITIES (t CO₂e)

	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
ALH	29,931	186,669	25,997	242,597
BIG W	10,672	105,209	19,962	135,844
BWS	5,916	45,887	6,604	58,407
Corporate	1,600	27,600	3,967	33,168
Dan Murphy's	5,162	62,615	8,403	76,181
FABCOT	121	6,664	735	7,519
Logistics	253	89,231	20,616	110,101
New Zealand	28,926	30,133	19,685	78,744
Supermarkets and Metro	315,455	1,356,624	261,217	1,933,296
Grand Total	398,036	1,910,632	367,187	2,675,856

TRANSPORT EMISSIONS BY USE (t CO₂e)

END USE	AUSTRALIA	NEW ZEALAND
Business travel	2,942	2,744
Home delivery	24,411	3,389
Logistics 3rd party road	176,997	23,247
Trolley collection	17,839	0

WASTE (tonnes)

Australia - material diverted from landfill

	2019	2020	2021
Food waste to composting or energy	50,639	48,872	51,323
Food waste to farmers	32,285	33,271	50,751
Food to charity	7,787	8,659	10,005
Cardboard	234,210	240,111	242,299
Plastic film	8,975	8,840	7,313
Other	37	29	948
Total Australia	333,934	339,782	362,638

New Zealand - materials diverted from landfill

	2019	2020	2021
Cardboard	28,499	32,327	27,245
Plastic film	1,568	1,045	1,725
Food waste to farmers ¹	887	1,670	3,995
Food to charity ¹	2,603	1,470	4,087
Other	2,410	4,497	2,397
Total NZ	35,967	41,009	39,450
Total diverted	369,901	380,791	402,088

Total Waste to landfill	96,484	104,211
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¹ NZ food waste to charity and farmers updated to correct an error in the calculation. Prior years have not being restated.

Waste intensity¹

	2019	2020	2021
kg/Square meters	22	21	23

¹ Waste intensity is from Australian operations.



Workplace metrics

BOARD OF DIRECTORS

	FEMALE	MALE	TOTAL
<25	0	0	0
25-<35	0	0	0
35-<45	0	0	0
45-<55	2	0	2
55-<65	3	2	5
>65	0	2	2
Total	5	4	9

FEMALE REPRESENTATION BY EMPLOYMENT CATEGORY¹

Executives	30.60%
Senior Managers	37.91%
Managers	42.57%
Office support	55.63%
Technicians and trades	12.66%
Sales	59.22%
Other	18.55%

¹ The data covers the 12 months ended 1/1/2021 and is for Australian based team members only excl ALH and was used to prepare the WGEA report.

RATIO OF BASIC SALARY AND REMUNERATION OF FEMALE TO MALE EMPLOYEES BY EMPLOYMENT CATEGORY¹

This table averages all the salaries within the non-managerial or managerial category. Within each category, there are different roles and levels of positions. The ratio to average reported here does not compare like-with-like roles and does not represent the Pay Parity Project.

	2021		2020	
	AVERAGE ANNUALISED SALARY ¹	RATIO TO AVERAGE	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE
Non-managerial Female	\$53,543.00	96.64%	\$45,040.25	97.89%
Non-managerial Male	\$57,782.00	104.29%	\$47,243.96	102.68%
Average Salary	\$55,406.00		\$46,012.28	
Managerial Female	\$94,688.00	94.79%	\$87,720.01	94.36%
Managerial Male	\$103,676.00	103.78%	\$96,671.36	103.99%
Average Salary	\$99,897.00		\$92,964.01	

¹ The data covers the 12 months ended 1/1/2021 and is for Australian based team members only excl ALH and was used to prepare the WGEA report.

RESPECT AND DIGNITY

We expect our employees to treat each other, our customers and our suppliers with respect and dignity. We train our employees on these expectations. We are working towards a resolution on the outstanding claims.

Discrimination¹

Number of claims lodged in Australia during the year	94
Number resolved in financial year	83
Number of substantiated claims of discriminatory conduct	12

¹ Excludes ALH Hotels and New Zealand. In FY21 Woolworths has expanded the definition of the number of claims lodged in Australia during the year to include all reported cases of discrimination, not just those claims that have been substantiated. This is different to previous years, when only claims that were proven to be discrimination were reported.

Freedom of association

We have longstanding relationships with the unions that represent our employees, and 88% of our workplace is covered by Enterprise Bargaining Agreements (EBAs).

GROUP	EBA EMPLOYEES	TOTAL HEADCOUNT	%
ALH (Venue & Support)		15	0.00%
BIG W	15,856	17,465	90.79%
Endeavour Drinks	12,891	16,579	77.75%
Food Group	122,169	133,613	91.43%
Statewide Independent Wholesalers	372	406	91.63%
Group Support	6,621	10,677	62.01%
Total Employees	157,909	178,755	88.00%

WORKFORCE AND TURNOVER

Headcount by business unit

GROUP	FEMALE	MALE	TOTAL
ALH (Venue & Support)	6,322	4,976	11,298
BIG W	12,089	5,479	17,568
Endeavour Drinks	6,785	9,982	16,767
Food Group	87,470	65,837	153,307
Statewide Independent Wholesalers	30	376	406
Group Support	2,867	7,854	10,721
Total	115,563	94,504	210,067

Headcount by employee type

	FEMALE	MALE	TOTAL
Full-time	20,652	25,866	46,518
Part-time	55,437	36,239	91,676
Casual	39,474	32,399	71,873
Total	115,563	94,504	210,067

Headcount by region

	FEMALE	MALE	TOTAL
ACT	1,354	1,565	2,919
NSW	34,899	29,440	64,339
NT	1,016	871	1,887
QLD	24,298	17,757	42,055
SA	6,492	6,047	12,539
TAS	2,785	2,367	5,152
VIC	23,253	20,877	44,130
WA	10,074	6,914	16,988
NZ	11,110	8,526	19,636
China	269	114	383
Bangladesh	6	25	31
Thailand	7	1	8
Total	115,563	94,504	210,067



Workforce by age

AGE BAND	FEMALE	MALE	TOTAL
<25	36,917	36,207	73,124
25-<35	24,759	26,906	51,665
35-<45	19,415	15,262	34,677
45-<55	18,280	9,288	27,568
55-<65	13,539	5,585	19,124
>65	2,653	1,256	3,909
Total	115,563	94,504	210,067

Turnover by region

	TOTAL TERMINATIONS			% LABOUR TURNOVER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
ACT	329	342	671	24.3%	21.9%	23.0%
NSW	7,805	7,234	15,039	22.4%	24.6%	23.4%
NT	330	290	620	32.5%	33.3%	32.9%
QLD	6,636	5,086	11,722	27.3%	28.6%	27.9%
SA	1,710	1,580	3,290	26.3%	26.1%	26.2%
TAS	551	583	1,134	19.8%	24.6%	22.0%
VIC	5,625	5,663	11,288	24.2%	27.1%	25.6%
WA	2,792	2,449	5,241	27.7%	35.4%	30.9%
NZ	2,760	2,833	5,593	24.8%	33.2%	28.5%
China	24	16	40	8.9%	14.0%	10.4%
Bangladesh	0	0	0	0.0%	0.0%	0.0%
Thailand	1	0	1	14.3%	0.0%	12.5%
Total	28,563	26,076	54,639	24.7%	27.6%	26.0%

Turnover by age

	TOTAL TURNOVER			% LABOUR TURNOVER		
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
<25	13,495	12,669	26,164	36.6%	35.0%	35.8%
25-<35	6,749	7,647	14,396	27.3%	28.4%	27.9%
35-<45	3,296	2,846	6,142	17.0%	18.6%	17.7%
45-<55	2,652	1,546	4,198	14.5%	16.6%	15.2%
55-<65	1,648	992	2,640	12.2%	17.8%	13.8%
>65	723	376	1,099	27.3%	29.9%	28.1%
Total	28,563	26,076	54,639	24.7%	27.6%	26.0%

New hires by region

REGION	TOTAL NEW HIRES ¹		
	FEMALE	MALE	TOTAL
ACT	217	279	496
NSW	7,887	7,625	15,512
NT	262	266	528
QLD	5,558	4,171	9,729
SA	1,319	1,354	2,673
TAS	373	476	849
VIC	4,171	4,043	8,214
WA	2,589	2,054	4,643
NZ	2,758	2,448	5,206
China	39	19	58
Bangladesh	-	-	-
Thailand	1	-	1
Total	25,174	22,735	47,909

1 ALH data excluded from new hires.

New hires by age

AGE	TOTAL NEW HIRES ¹		
	FEMALE	MALE	TOTAL
<25	12,866	13,053	25,919
25-<35	5,423	5,562	10,985
35-<45	3,207	2,214	5,421
45-<55	2,491	1,162	3,653
55-<65	1,121	654	1,775
>65	66	90	156
Total	25,174	22,735	47,909

1 ALH data excluded from new hires.

Parental leave¹

We offer parental leave to eligible Australian-based team members, which includes 12 weeks paid parental leave, total parental leave period of up to 24 months and superannuation paid on both paid and unpaid leave for the first 12 months for primary caregivers, and two weeks paid leave for secondary caregivers. Permanent team members are eligible if they have completed six months of continuous service prior to taking the leave as a primary caregiver (12 months for secondary caregivers) or if they qualify as an eligible casual team member.

	2021		2020 ³	
	ON PARENTAL LEAVE IN PERIOD	RETURNED FROM PARENTAL LEAVE ²	ON PARENTAL LEAVE IN PERIOD	RETURNED FROM PARENTAL LEAVE ²
Female	4,314	2,961	4,440	1,978
Male	1,050	1,022	1,076	1,027
Total	5,364	3,983	5,516	3,005

1 The data covers the 12 months ended 1/1/2021 and is for Australian based team members only and was used to prepare the WGEA report.

2 Includes people who have returned to work from parental leave during the period for at least one day. This may include people who have returned from parental leave, but left before the end of the reporting period.

3 2020 parental leave results have been re-stated to only those who have returned from parental leave during the period rather than team members still employed



SAFETY AND HEALTH PERFORMANCE

Occupational health and safety management system

Number and % of employees covered by an occupational health and safety management system that are internally and externally audited.

All our Australian and New Zealand team members, contractors and labour hire workers are covered by Business Safety Management Systems.

All of our safety management systems are internally audited by our Group Safety and Health Assurance function or by Group Risk Internal Audit.

All of our safety management systems are externally audited in at least one Jurisdiction where it is required as part of our self-insurer license terms or as part of other legal requirements such as the ACC in New Zealand.

BUSINESS ^{1,2}	NO. OF EMPLOYEES	PERCENTAGE OF EMPLOYEES
Supermarkets	129,919	100.00%
Primary Connect	7,972	100.00%
BIG W	17,568	100.00%
Foodco incl. Metro	3,751	100.00%
Endeavour Drinks	16,767	100.00%
Corporate	3,155	100.00%
Woolworths New Zealand	19,637	100.00%
ALH Hotels	11,298	100.00%
Woolworths Group	210,067	100.00%

1 The table above provides data for employees only and excludes contractors and labour hire.

2 Employees that are not on the core Woolworths payroll system are excluded.

WORK RELATED INJURIES

High consequence work related injuries

BUSINESS	HIGH CONSEQUENCE INJURY	HCIFR (1 MILLION)	HCIFR (200,000)	F21 HOURS WORKED
Supermarkets	225	1.75	0.35	128,398,636
Primary Connect	25	1.96	0.39	12,778,249
BIG W	20	1.15	0.23	17,365,473
Foodco incl. Metro	4	1	0.2	4,006,945
Endeavour Drinks	7	0.38	0.08	18,254,177
Corporate	1	0.27	0.05	3,732,821
Woolworths New Zealand	Not Available	Not Available	Not Available	29,152,651
ALH Hotels	Not Available	Not Available	Not Available	10,106,041
Woolworths Group	282	1.26	0.25	223,794,992

Business TRIFR and TRI results for 2021

BUSINESS	PER MILLION HOURS	PER 200,000 HOURS	TRI	F21 HOURS WORKED
Supermarkets	11.57	2.31	1,486	128,398,636
Primary Connect	22.15	4.43	283	12,778,249
BIG W	7.49	1.5	130	17,365,473
Foodco incl. Metro	6.24	1.25	25	4,006,945
Endeavour Drinks	7.56	1.51	138	18,254,177
Corporate	0.54	0.11	2	3,732,821
Woolworths New Zealand	15.2	3.04	443	29,152,651
ALH Hotels	19.39	3.88	196	10,106,041
Woolworths Group	12.08	2.42	2,703	223,794,992

Business TRIs by gender for 2021

BUSINESS	FEMALE		MALE		TOTAL
	COUNT	%	COUNT	%	COUNT
Supermarkets	1,035	70%	451	30%	1,486
Primary Connect	53	19%	230	81%	283
BIG W	108	83%	22	17%	130
Foodco incl. Metro	12	48%	13	52%	25
Endeavour Drinks	84	61%	54	39%	138
Corporate	-	0%	2	100%	2
Woolworths New Zealand	263	59%	180	41%	443
ALH Hotels	106	54%	90	46%	196
Woolworths Group	1,661	61%	1,042	39%	2,703

Woolworths Group Limited TRIFR for F19-21

KPI	F19	F20	F21
TRIFR (million hours worked)	14.75	11.94	12.08
TRIFR (200,000 hours worked)	2.95	2.39	2.42

TRIs by nature group for 2021

TRIS BY NATURE GROUP FOR 2021 NATURE GROUP	FEMALE		MALE		TOTAL
	COUNT	%	COUNT	%	COUNT
Traumatic Sprain/Strain	629	63%	372	37%	1,001
Musculoskeletal	432	63%	249	37%	681
Wounds and Lacerations	323	61%	207	39%	530
Fractures	97	56%	76	44%	173
Other	180	57%	138	43%	318
Woolworths Group	1,661	61%	1,042	39%	2,703



TRIs by mechanism group for 2021

TRIS BY MECHANISM GROUP FOR 2021 MECHANISM GROUP	FEMALE		MALE		TOTAL
	COUNT	%	COUNT	%	COUNT
Manual Handling	957	60%	650	40%	1,607
Slips/Trips	285	73%	107	27%	392
Hitting Objects	158	59%	108	41%	266
Being hit by moving objects	161	62%	98	38%	259
Other	100	56%	79	44%	179
Woolworths Group	1,661	61%	1,042	39%	2,703

Business close calls (near hits)

BUSINESS	WOOLWORTHS GROUP COUNT	CONTRACTOR COUNT	AGENCY COUNT
Supermarkets	190	23	3
Primary Connect	1,301	139	360
BIG W	122	13	1
Foodco incl. Metro	29	6	0
Endeavour Drinks	244	27	7
Corporate	1	5	0
Woolworths New Zealand	3,124	259	15
ALH Hotels	Not available	Not available	Not available
Woolworths Group	5,011	472	386

Business high potential work related incidents

BUSINESS	TOTAL COMBINED	CONTRACTORS	AGENCY
Supermarkets	2	1	0
Primary Connect	1	10	0
BIG W	1	0	0
Foodco incl. Metro	0	1	0
Endeavour Drinks	0	0	0
Corporate	0	1	0
Woolworths New Zealand	3	7	0
ALH Hotels	1	0	0
Woolworths Group	8	20	0

WORK RELATED ILL HEALTH

'Ill health' indicates damage to health and includes diseases, illnesses, and disorders. The term 'disease', 'illness', and 'disorder' are often used interchangeably and refer to conditions with specific symptoms and diagnoses.

Business ill health by gender for 2021

BUSINESS	FEMALE		MALE		TOTAL	
	COUNT	%	COUNT	%	COUNT	F21 HOURS WORKED
Supermarkets	442	70%	188	30%	630	128,398,636
Primary Connect	20	15%	115	85%	135	12,778,249
BIG W	35	92%	3	8%	38	17,365,473
Foodco incl. Metro	4	40%	6	60%	10	4,006,945
Endeavour Drinks	25	61%	16	39%	41	18,254,177
Corporate	0	0%	0	0%	0	3,732,821
Woolworths New Zealand	12	71%	5	29%	17	29,152,651
ALH Hotels	21	54%	18	46%	39	10,106,041
Woolworths Group	559	61%	351	39%	910	223,794,992

Ill health TRIs by nature group for 2021

NATURE GROUP	FEMALE		MALE		TOTAL	
	COUNT	%	COUNT	%	COUNT	
Musculoskeletal	425	64%	242	36%	667	
Psychological	72	66%	37	34%	109	
Digestive System Diseases (e.g. Hernia)	11	19%	46	81%	57	
Other	51	66%	26	34%	77	
Woolworths Group	559	61%	351	39%	910	

WORK RELATED FATALITIES

Work related fatalities include those where Woolworths Group operations have been a contributing factor.

Fatalities

Employee work related fatalities	0
Contractor/Agency fatalities	0



Glossary

TERM	MEANING
Carbon dioxide equivalent (CO₂e)	A standard measure used to compare the emissions from various greenhouse gases based on their global warming potential. For example, one tonne of methane emissions is equivalent to 21 tonnes of carbon dioxide emissions.
EBIT	Earnings Before Interest and Tax – total earnings before provisions are deducted. This measures a company's performance and is often used in preference to net profit as it excludes the effects of borrowings and tax benefits and adjustments.
EBT	Earnings Before Tax – a measure calculated as revenue less expenses and before tax expenses.
Forest Stewardship Council (FSC)	FSC is an independent, not-for-profit organisation which promotes responsible management of the world's forests. Refer to fsc.org or fscaustralia.org.au
Lost Time Injury (LTI) and Lost Time Injury Frequency Rate (LTIFR)	A Lost Time Injury (LTI) is an injury or illness that results in an employee being unable to work a full scheduled shift (other than the shift during which the injury occurred). LTIFR refers to Lost Time Injury Frequency Rate, the number of lost time injuries occurring in a workplace per one million hours worked.
MWh	Megawatt hours is a unit of measurement for electricity use, referring to the amount of electricity needed to supply power to 1,000 homes for one hour.
National Greenhouse and Energy Reporting Act 2007 (NGER)	NGER establishes a national framework for Australian corporations to report greenhouse gas emissions, reductions, removals and offsets, and energy consumption and production. Refer to climatechange.gov.au/reporting/publications
Scope 1 emissions	Direct greenhouse gas emissions from sources owned or controlled by the company, such as combustion facilities (e.g. generators) and combustion of fuels in company-owned or company-controlled transport (e.g. cars and trucks).
Scope 2 emissions	Indirect greenhouse gas emissions from the generation of purchased electricity, heat, cooling or steam. Purchased electricity is defined as electricity that is bought or otherwise brought into the organisational boundary of the entity.
Scope 3 emissions	Other indirect greenhouse gas emissions that are a consequence of a company's activities, but that arise from sources that other entities own or control. Scope 3, like Scope 2, is a category of indirect emissions and covers all other indirect emissions from sources that are not owned or controlled by a company, but that occur as a result of its activities. Examples include emissions from waste disposal to landfill.
Sustainable Development Goals (SDG)	17 global goals set by the United Nations in 2015 to define global sustainable development priorities and aspirations for the planet.
Total Recordable Injury (TRI) and Total Recordable Injury Frequency Rate (TRIFR)	A Total Recordable Injury Frequency Rate (TRIFR) is the sum of the total number of employee fatalities, lost time injuries, restricted work injuries or medical treatment injuries per million hours worked.

United Nations Global Compact

PRINCIPLES	ACTIONS	PAGE
HUMAN RIGHTS		
Principle 1		
Protection of Human Rights	Responsible Sourcing Program	Sustainability Report pages 15-17 2021 Modern Slavery Statement
Principle 2		
No Complicity in Human Rights Abuse	Responsible Sourcing Program	Sustainability Report pages 15-17 2021 Modern Slavery Statement
LABOUR		
Principle 3		
Freedom of Association and Collective Bargaining	Responsible Sourcing Program	Sustainability Report pages 15-17 2021 Modern Slavery Statement
	Freedom of association and union engagement	Sustainability Report Appendix page 7
Principle 4		
Elimination of Forced and Compulsory Labour	Responsible Sourcing Program	Sustainability Report pages 15-17 2021 Modern Slavery Statement
Principle 5		
Abolition of Child Labour	Responsible Sourcing Program	Sustainability Report pages 15-17 2021 Modern Slavery Statement
Principle 6		
Elimination of Discrimination	Diversity and equal opportunity	Sustainability Report pages 8-10 Sustainability Report Appendix page 6
ENVIRONMENT		
Principle 7		
Precautionary Approach	No explicit reference to precautionary approach	Sustainability Report Appendix page 16
Principle 8		
Environmental Responsibility	Planet	Sustainability Report pages 22-33
Principle 9		
Environmentally Friendly Technologies	Technology addressing climate change, water conservation, transport and packaging	Sustainability Report pages 22-38
ANTI-CORRUPTION		
Principle 10		
Work against Corruption	Anti-corruption	Sustainability Report Appendix page 17



Global Reporting Initiative

Detailed GRI Index can be found at our website.

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
GENERAL DISCLOSURES		
102-1	Name of the organisation	Front cover
102-2	Activities, brands, products, and services	2021 Annual Report
102-3	Location of headquarters	Sustainability Report Appendix page 29
102-4	Location of operations	Sustainability Report Appendix page 7
102-5	Ownership and legal form	2021 Annual Report
102-6	Markets served	2021 Annual Report
102-7	Scale of the organisation	2021 Annual Report
102-8	Information on employees and other workers	Sustainability Report Appendix pages 6-9
102-9	Supply chain	2021 Modern Slavery Statement
102-10	Significant changes to the organisation and its supply chain	2021 Annual Report
102-11	Precautionary Principle or approach	GRI Index
102-12	External initiatives	Sustainability Report pages 7-45, Sustainability Report Appendix pages 15, 28
102-13	Membership of associations	Sustainability Report Appendix page 26
102-14	Statement from senior decision-maker	Sustainability Report page 3
102-16	Values, principles, standards, and norms of behaviour	2021 Annual Report
102-18	Governance structure	GRI Index
102-40	List of stakeholder groups	Sustainability Report Appendix pages 26-28
102-41	Collective bargaining agreements	Sustainability Report Appendix page 7
102-42	Identifying and selecting stakeholders	Sustainability Report Appendix pages 26-28
102-43	Approach to stakeholder engagement	Sustainability Report Appendix pages 26-28
102-44	Key topics and concerns raised	Sustainability Report Appendix pages 26-28
102-45	Entities included in the consolidated financial statements	2021 Annual Report
102-46	Defining report content and topic Boundaries	GRI Index
102-47	List of material topics	Sustainability Report Appendix pages 27-28
102-48	Restatements of information	GRI Index
102-49	Changes in reporting	GRI Index
102-50	Reporting period	Sustainability Report page 2
102-51	Date of most recent report	Jun-20
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sustainability Report Appendix page 29
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report Appendix page 25
102-55	GRI content index	Sustainability Report Appendix page 16, GRI Index
102-56	External assurance	Sustainability Report Appendix pages 20-24
MANAGEMENT APPROACH		
103-1	Explanation of the material topic and its Boundary	2021 Annual Report, GRI Index
103-2	The management approach and its components	2021 Annual Report, GRI Index
103-3	Evaluation of the management approach	2021 Annual Report, GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	2021 Annual Report
ANTI-CORRUPTION		
205-3	Confirmed incidents of corruption and actions taken	GRI Index
ANTI-COMPETITIVE BEHAVIOUR		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	GRI Index
ENERGY		
302-1	Energy consumption within the organisation	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
302-2	Energy consumption outside of the organisation	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
302-3	Energy intensity	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
302-4	Reduction of energy consumption	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
305-4	GHG emissions intensity	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
305-5	Reduction of GHG emissions	Sustainability Report pages 22-33, Sustainability Report Appendix pages 4-5, GRI Index
EFFLUENTS AND WASTE		
306-2	Waste by type and disposal method	Sustainability Report Appendix pages 5, GRI Index
ENVIRONMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations	GRI Index
EMPLOYMENT		
401-1	New employee hires and employee turnover	Sustainability Report Appendix pages 7-9
401-3	Parental leave	Sustainability Report Appendix page 9, GRI Index
LABOUR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	GRI Index
OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	Sustainability Report Appendix page 10, GRI Index
403-2	Hazard identification, risk assessment, and incident investigation	GRI Index
403-3	Occupational health services	GRI Index
403-4	Worker participation, consultation, and communication on occupational health and safety	GRI Index
403-5	Worker training on occupational health and safety	GRI Index
403-6	Promotion of worker health	GRI Index



DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
OCCUPATIONAL HEALTH AND SAFETY (CONTINUED)		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI Index
403-8	Workers covered by an occupational health and safety management system	Sustainability Report Appendix page 10, GRI Index
403-9	Work-related injuries	Sustainability Report Appendix pages 10-13, GRI Index
403-10	Work-related ill health	Sustainability Report Appendix pages 10-13, GRI Index
TRAINING AND EDUCATION		
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report page 14
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Sustainability Report Appendix pages 6-9
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Report Appendix page 6
NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report Appendix page 6, GRI Index
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2021 Modern Slavery Statement, GRI Index
CHILD LABOUR		
408-1	Operations and suppliers at significant risk for incidents of child labour	2021 Modern Slavery Statement, GRI Index
FORCED OR COMPULSORY LABOUR		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	2021 Modern Slavery Statement, GRI Index
HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	2021 Modern Slavery Statement, GRI Index
PUBLIC POLICY		
415-1	Political contributions	Sustainability Report Appendix page 25
CUSTOMER HEALTH AND SAFETY		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index
MARKETING AND LABELLING		
417-1	Requirements for product and service information and labelling	GRI Index
CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Index

TCFD reporting requirements

The following table provides an overview of the Taskforce on Climate-related Financial Disclosures recommended disclosures, and the sustainability report page reference where these have been addressed. These disclosures will continue to be refined in the future as we progress our work in this area.

TCFD RECOMMENDED DISCLOSURE	OUR APPROACH
Governance: Disclose the organisation’s governance around climate-related risks and opportunities	
a) Describe the board’s oversight of climate-related risks and opportunities	Annual Report page 36 Sustainability Report pages 23-26
b) Describe management’s role in assessing and managing climate-related risks and opportunities	Annual Report page 36 Sustainability Report pages 23-26
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is material	
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long terms	Sustainability Report pages 23-26 Sustainability Report Appendix pages 27-28
b) Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning	Sustainability Report pages 23-26
c) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario	Sustainability Report pages 23-26
Risk management: Disclose how the organisation identifies, assesses and manages climate-related risks	
a) Describe the organisation’s process for identifying and assessing climate-related risk	Sustainability Report pages 23-26 Sustainability Report Appendix pages 27-28
b) Describe the organisation’s process for managing climate-related risks	Sustainability Report pages 23-26 Sustainability Report Appendix page 25
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation’s overall risk management	Sustainability Report pages 23-26 Sustainability Report Appendix page 25
Metrics and targets: Disclosure the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Sustainability Report Appendix pages 4-5
b) Disclose Scope 1, 2 and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	Sustainability Report page 30, Sustainability Report Appendix pages 4-5
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Sustainability Report page 30



Assurance report



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INDEPENDENT ASSURANCE PRACTITIONER'S LIMITED ASSURANCE REPORT TO THE DIRECTORS OF WOOLWORTHS GROUP LIMITED IN RELATION TO THE SUSTAINABILITY REPORT DISCLOSURES FOR THE YEAR ENDING 30 JUNE 2021

CONCLUSION

We have undertaken a limited assurance engagement relating to the Sustainability Performance Indicator Disclosures and Sustainability Targets and Global Reporting Initiative Standard Disclosures detailed below (the 'Subject Matter Information') presented in Woolworths Group Limited's ('WOW') 2021 Sustainability Report in relation to the facilities of WOW for 1 July 2020 to 30 June 2021.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that, the accompanying Subject Matter Information has not been prepared, in all material respects, in accordance with the Reporting Criteria detailed below for the period 1 July 2020 to 30 June 2021.

SUBJECT MATTER INFORMATION AND REPORTING CRITERIA

The Subject Matter Information and Reporting Criteria in scope for our limited assurance engagement for the year ended 30 June 2021 is as follows:

SUBJECT MATTER INFORMATION	REPORTING CRITERIA
<p>GRI Standards 'Core' Disclosures</p> <p>GRI Standard Disclosures prepared in accordance with the 'Core' requirements of the GRI Standards set out in the GRI Index on page 16 and the Corporate Governance and Materiality sections on pages 25–28 of the 2021 Sustainability Report Appendix:</p> <ul style="list-style-type: none"> • GRI 101: Foundation • GRI 102: General Disclosures: <ul style="list-style-type: none"> - Disclosures 102-1 to 102-13 (Organizational profile) - Disclosure 102-14 (Strategy) - Disclosure 102-16 (Ethics and integrity) - Disclosure 102-18 (Governance) - Disclosures 102-40 to 102-44 (Stakeholder engagement) - Disclosures 102-45 to 102-56 (Reporting practice) • GRI 103: Management Approach 	<p>Relevant GRI Standards and Woolworths' internal definitions, and approaches as described in the GRI Index on page and Corporate Governance and Materiality sections on pages 25–28 of the 2021 Sustainability Report Appendix and on Woolworths' website at www.woolworthsgroup.com.au</p>

SUBJECT MATTER INFORMATION

REPORTING CRITERIA

GRI Standards Sustainability Performance Indicators

The following selected Sustainability Performance Indicator Disclosures for 2021 included within the 2021 Sustainability Report Appendix for the specific standard disclosure requirements of the GRI Standards:

- Energy on page 17 of the 2021 Sustainability Report Appendix
 - Energy consumption within the organization Emissions [302-1]
 - Energy consumption outside of the organization [302-2]
 - Energy intensity [302-3]
 - Reduction of energy consumption [302-4]
- Emissions on page 17 of the 2021 Sustainability Report Appendix
 - Direct (Scope 1) GHG emissions [305-1]
 - Energy indirect (Scope 2) GHG emissions [305-2]
 - Other indirect (Scope 3) GHG emissions [305-3]
 - GHG emissions intensity [305-4]
 - Reduction of GHG emissions [305-5]
- Effluents & Waste on page 17 of the 2021 Sustainability Report Appendix
 - Waste by type and disposal method [306-2]
- Employment on page 17 of the 2021 Sustainability Report Appendix
 - New employee hires and employee turnover [401-1]
 - Parental leave [401-3]
- Occupational Health and Safety on pages 17 to 18 of the Sustainability Report Appendix
 - Hazard identification, risk assessment, and incident investigation [403-2]
 - Work-related injuries [403-9]
- Non-discrimination on page 18 of the 2021 Sustainability Report Appendix
 - Incidents of discrimination and corrective actions taken [406-1]



SUBJECT MATTER INFORMATION**REPORTING CRITERIA****Sustainability Targets**

The following 2021 performance data included within Woolworths' Sustainability Targets and commitments as contained in the People, Planet and Product sections within the 2021 Sustainability Report and the 2021 Sustainability Report Appendix:

- People
 - 'Female representation by employment category' table on [page 6](#) of the 2021 Sustainability Report Appendix
 - 'Ratio of basic salary and remuneration of female to male employees by employment category' table on [page 6](#) of the 2021 Sustainability Report Appendix
- Planet
 - 'Food saved for meals / Total food relief diverted to people in need' of 24 million meals on [page 6](#) and [28](#) of the 2021 Sustainability Report
 - 55 'stores with Transcritical systems' on [page 31](#) of the 2021 Sustainability Report
 - Solar power generated of 32,178 MWh as included in the total 2021 'Electricity Use (MWh)' graph on [page 4](#) of the 2021 Sustainability Report Appendix
 - 100% of 'Own brand products that have met our net-zero deforestation commitment' on [page 40](#) of the 2021 Sustainability Report
- Product
 - 'Own brand products undergone nutritional renovations' (Australia only) on page 35 of the Sustainability Report as;
 - 99 tonnes of less salt
 - 155 tonnes of less saturated fat
 - 269 tonnes of less sugar

Woolworths' definitions, and approaches as described in the People, Planet and Product sections of Woolworths' 2021 Sustainability Report and on Woolworths website at www.woolworthsgroup.com.au.

BASIS FOR CONCLUSION

We conducted our limited assurance engagement in accordance with Australian Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* ("ASAE 3000"), issued by the Australian Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

WOW'S RESPONSIBILITIES

The management of WOW are responsible for:

- ensuring that the Subject Matter Information is prepared in accordance with the Reporting Criteria;
- confirming the measurement or evaluation of the underlying subject matter against the applicable criteria, including that all relevant matters are reflected in the Subject Matter Information;
- designing, establishing and maintaining an effective system of internal control over its operations including, without limitation, systems designed to ensure achievement of its control objectives and its compliance with applicable laws and regulations;
- selecting and applying measurement methodologies in accordance with the Report Criteria, and making estimates that are reasonable in the circumstances; and
- for referring to or describing in its Subject Matter Information the applicable criteria it has used and, when it is not readily apparent from the engagement circumstances, who developed them.

OUR INDEPENDENCE AND QUALITY CONTROL

We have complied with the independence and other relevant ethical requirements relating to assurance engagements, and applied Auditing Standard ASQC 1 *Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements* in undertaking this assurance engagement.

ASSURANCE PRACTITIONER'S RESPONSIBILITIES

Our responsibility is to express a limited assurance conclusion on the Subject Matter Information as evaluated against the Reporting Criteria based on the procedures we have performed and the evidence we have obtained. ASAE 3000 requires that we plan and perform our procedures to obtain limited assurance about whether, anything has come to our attention that causes us to believe that the Subject Matter Information is not properly prepared, in all material respects, in accordance with Reporting Criteria.

A limited assurance engagement in accordance with ASAE 3000 involves identifying areas where a material misstatement of the Subject Matter Information is likely to arise, addressing the areas identified and considering the process used to prepare the Subject Matter Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Subject Matter Information has been properly prepared, in all material respects, in accordance with the Reporting Criteria.

Our procedures included:

- review of WOW's processes relating to stakeholder identification, engagement and responsiveness, including an assessment of stakeholder engagement outcomes and how this process and the outcomes have been presented in the 2021 Sustainability Report;
- review of WOW's process to identify and determine material issues to be included in the 2021 Sustainability Report with examination of underlying assessments and evidence on a sample basis;
- inquiry with a selection of WOW executives and senior management, including WOW's sustainability management team concerning the overall governance structure, corporate sustainability strategy and policies used for managing and reporting sustainability performance across the business; and
- in respect of the Subject Matter Information;
 - inquiry with a selection of WOW management responsible for selected FY21 Sustainability Performance Indicator Disclosures and Sustainability Targets and GRI Standards to understand the compilation and review processes;
 - applying analytical and other review procedures including assessing relationships between the reported information and other financial and non-financial data;
 - examination of evidence for a small number of transactions or events;
 - analysing and inspecting on a sample basis, the key systems, processes and procedures and controls relating to the collation, validation, presentation and approval process of the information included in the 2021 Sustainability Report; and
 - review underlying evidence on a sample basis to corroborate that the information is prepared and reported in line with the relevant reporting criteria.

INHERENT LIMITATIONS

Because of the inherent limitations of an assurance engagement, together with the inherent limitations of any system of internal control there is an unavoidable risk that it is possible that fraud, error, or non-compliance with laws and regulations, where there has been concealment through collusion, forgery and other illegal acts may occur and not be detected, even though the engagement is properly planned and performed in accordance with Standards on Assurance Engagements.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and sampling or estimating such data.

RESTRICTED USE

This report has been prepared for use by the management of WOW for the purpose of assisting directors and management in their reporting of the Subject Matter Information. We disclaim any assumption of responsibility for any reliance on this report to any person other than the management of WOW or for any purpose other than that for which it was prepared.



MATTERS RELATING TO ELECTRONIC PRESENTATION OF INFORMATION

It is our understanding that WOW may publish a copy of this report on their website. We do not accept responsibility for the electronic presentation of this report on the WOW website. The security and controls over information on the web site is not evaluated or addressed by the independent assurance practitioner. The examination of the controls over the electronic presentation of this Report on the WOW website is beyond the scope of this engagement.

Deloitte Touche Tohmatsu

DELOITTE TOUCHE TOHMATSU



P Dobson
Partner
Sydney, 27 August 2021

Corporate Governance

GOVERNANCE, THE BOARD AND DIRECTORS

Corporate governance is at the core of Woolworths Group and the Board's approach to the enhancement of shareholder value and the protection of shareholder funds. Integral to shareholder value is protecting and enhancing our reputation, which is why the Board oversees the Group's approach to corporate responsibility and sustainability.

The Woolworths Group Board Sustainability Committee, which meets quarterly, oversees the Group level strategy and is responsible for reviewing actual or potential climate-related impacts to the Group and recommending actions to the Board. The CEO and Executive Committee, including the Chief Sustainability Officer, have accountability for the implementation of our sustainability strategy including climate change initiatives. The committee also reviews performance on issues of safety and health, sustainability and community investment. The Group sustainability chapter orchestrates the work across the Group and supports the business ownership of change delivery required to achieve agreed goals.

Information on our Board of Directors and the Board Charter is at:

<https://www.woolworthsgroup.com.au/page/about-us/our-leadership-team/board-of-directors/>

Information on our Sustainability Committee and its charter is at:

<https://www.woolworthsgroup.com.au/page/about-us/our-leadership-team/board-committees/>

More information is in our corporate governance statement:

<https://www.woolworthsgroup.com.au/page/about-us/our-approach/corporate-governance/>

RISK MANAGEMENT FRAMEWORK

The continued growth and success of Woolworths Group depends on the ability of our Company to understand and respond to the challenges of an uncertain and changing world. As a large, dispersed and complex organisation, this uncertainty generates risk, with the potential to be a source of both opportunities and threats. By understanding and managing risk, the Group provides greater certainty and confidence for all its stakeholders. More information about our approach to risk management is in our risk management policy. See: http://www.woolworthsgroup.com.au/icms_docs/184824_Risk_Management_Policy.pdf

SENIOR MANAGEMENT

The Woolworths Group Executive Committee, chaired by the Chief Executive Officer, provides management oversight of the effectiveness of the Group's implementation of the safety and health vision, principles, policy, standards, strategy and initiatives, risk processes, resources, information, compliance and assurance.

DOING THE RIGHT THING

All of our team members commit to Woolworths Group Code of Conduct to maintain the highest legal, moral and ethical standards in our dealings with customers, suppliers, team members and local communities. This code outlines how employees can meet the highest standards through their everyday behaviours and choices.

We are committed to continuous improvement, transparency and accountability. We don't tolerate workplace misconduct under any circumstances and we need our trade partners to work with us to stamp out any and every instance. We have clear, long-standing and accepted procedures for trade partners to report any issues. However, we recognise there is always opportunity to strengthen our systems. Our Speak Up service is available for trade partners to use when normal escalation methods have been exhausted or are inappropriate.

POLITICAL DONATIONS

Woolworths Group participates in policy development and advocacy in a manner that is open, transparent, and compliant with all relevant laws. We do so in a non-partisan manner. Woolworths Group does not make political donations except through attendance at events, functions and forums organised by parliamentarians and political parties. This is overseen by the Chief Executive Officer and the Head of Government Relations and Industry Affairs in accordance with the Woolworths Group Political Donations Policy and applicable electoral laws.

TRANSPARENCY AND REPORTING

Woolworths uses the globally recognised reporting framework developed by the Global Reporting Initiative (GRI). The GRI reporting framework sets out the principles and indicators that organisations can use to measure and report their economic, environmental, and social performance. The F21 Sustainability Report has been prepared in accordance with the GRI Standards: Core option. More information can be found in the GRI Index starting on [page 16](#) of the 2021 Sustainability Report Appendix.

We continue to report to the Carbon Disclosure Project (CDP), an investor-driven disclosure initiative enabling companies to report on risk identification and mitigation processes related to climate change.

We are a signatory to the United Nations Global Compact (UNGC). Page 2 of the [2021 Sustainability Report](#) details our approach to the UNGC core values.



Industry association

INDUSTRY ASSOCIATION MEMBERSHIPS

Principles for engagement

- Industry Associations are an important component of Woolworths Group's overall public policy advocacy effort. Our broad set of memberships – from core economy-wide memberships such as the BCA and Ai Group (see below) to sector specific memberships such as the Green Building Council of Australia, the Australian Logistics Council and the Australian Retailers Association – reflect the breadth of policy issues relevant to the Group
- Our overriding ambition is that memberships help promote sustainable growth and productivity enhancing economic reforms that deliver broad societal benefit
- We seek broad alignment with the policy positions of our industry associations, but recognise this is not always possible. Membership does not preclude Woolworths Group from holding different policy positions, especially where this better reflects expectations of our customers, shareholders, team and the community
- We seek to participate as a constructive partner on the priority policy making forums of each Industry Association, including through the relevant Committee and Working Group structures. Support can extend to technical advice and to public campaigns designed to better inform public debate
- Each Membership has an internal relationship owner, the responsibility of which includes ensuring any major policy misalignments are identified and referred to our Group Government Relations and Industry Affairs team for review. Where any divergence persists, and is of a material misalignment with our own view, Woolworths Group will review our membership, evaluating that misalignment with the wider benefits of membership of that industry association
- On an annual basis (at the time of membership renewal) Woolworths Group has reviews its key industry association memberships to ensure alignment with our key areas of policy interest. This includes a focus on advocacy activities related to climate change and Woolworths Group's Sustainability Plan 2025 goals and commitments.

	BUSINESS COUNCIL OF AUSTRALIA	AUSTRALIAN INDUSTRY GROUP	AUSTRALIAN RETAIL ASSOCIATION
Involvement	Member/Committee/ Working Groups	Member/Working Groups	Member/Working Groups
Core Activity	Consider public policy in relation to economy-wide issues impacting the nation and businesses, including energy policy, tax policy and Indigenous affairs	Consider public policy in relation to economy-wide issues impacting the nation and businesses, including workplace relations, data policy and energy policy	Consider public policy specific to the retail sector, as well as efforts to promote the aspirational nature of a career in the retail sector
Contribution	<ul style="list-style-type: none"> • Membership fee • Non-financial contributions to projects of strategic relevance e.g. Strong Australia campaign 	<ul style="list-style-type: none"> • Membership fee • Technical advice on key policy issues 	<ul style="list-style-type: none"> • Membership fee • Technical advice on key policy issues

Materiality

The issues that matter

To focus our efforts and maximise our impact, we need to understand the issues that matter most to our stakeholders. This is done through our materiality assessment process. A robust sustainability materiality process can help us to:

- Build better relationships with stakeholders
- Ensure global megatrends and local market conditions are being used to assess and approach risks and opportunities
- Prioritise what to focus on strategically.

The chart maps the 11 most material issues identified in our materiality assessment, grouping them into our three strategic pillars of people, planet and product.

These are the current focus of our sustainability efforts. Other material issues such as safety and health, cyber security/privacy, customer/product safety and quality are more mature and are embedded into the business-as-usual processes.

STRATEGIC PILLAR	MATERIAL ISSUE	DEFINITION	RELEVANT SDGS
People	Employee engagement and development	The success of our business is built on our people, therefore we must continue to focus on attracting, retaining and developing talented teams, today and into the future, as the nature of work continues to evolve. This also includes our continued focus on maintaining a safe environment for our team members and customers.	
People	Diversity and inclusion	We are committed to creating and maintaining a diverse and inclusive workforce in terms of gender, age, ethnicity, disability, sexual orientation, etc.	
People	Responsible sourcing and human rights	Upholding human rights across all aspects of our operations, encompassing labour rights associated with our workforce, contractor and third-party relationships and in the supply chain; in addition to protecting rights to privacy for our own workforce and customers.	
People	Community engagement and development	Sponsoring a meaningful role in the local communities where our businesses operate, including activities to engage, invest and develop local communities.	
People	Third-party relationships	Partnering throughout the supply chain to build collaborative relationships with suppliers, interest groups, media, government and other stakeholders, for the purpose of delivering sustainable development outcomes.	
Planet	Climate risk	Organisational responses to risks of climate change; both physical and transitional.	
Product	Sustainable supply chain	Assessing and managing “ethical” and “responsible” issues embedded within our supply chain and other third-party partnerships, including both social and environmental issues.	
Product	Waste and packaging	Implementing effective and meaningful waste management strategies, including our activities to help our customers manage their own waste and recycling.	
Product	Responsible gaming	Providing a healthy and ethical environment, where customer (and community) interests are protected from the harmful consequences of problem gambling.	
Core Values	Corporate conduct and ethics	Maintaining a values-based business with a culture of good governance and ethical conduct, where culture supports the effective functioning of core systems and processes.	
Core Values	Trust in Woolworths Group	We understand the responsibility that comes with the role our business plays in communities across Australia and New Zealand. We put our customers at the heart of everything we do at Woolworths Group and are committed to getting it right, and to make things better when we don't.	



UN 2030 Sustainable Development Goals

In 2015, the United Nations set 17 Sustainable Development Goals (SDGs). The SDGs define global sustainable development priorities and aspirations for the planet, seeking to mobilise global efforts around a common set of goals and targets. We believe that the business community has a role to play in progressing these important issues, and we have aligned our material issues with the relevant SDGs.

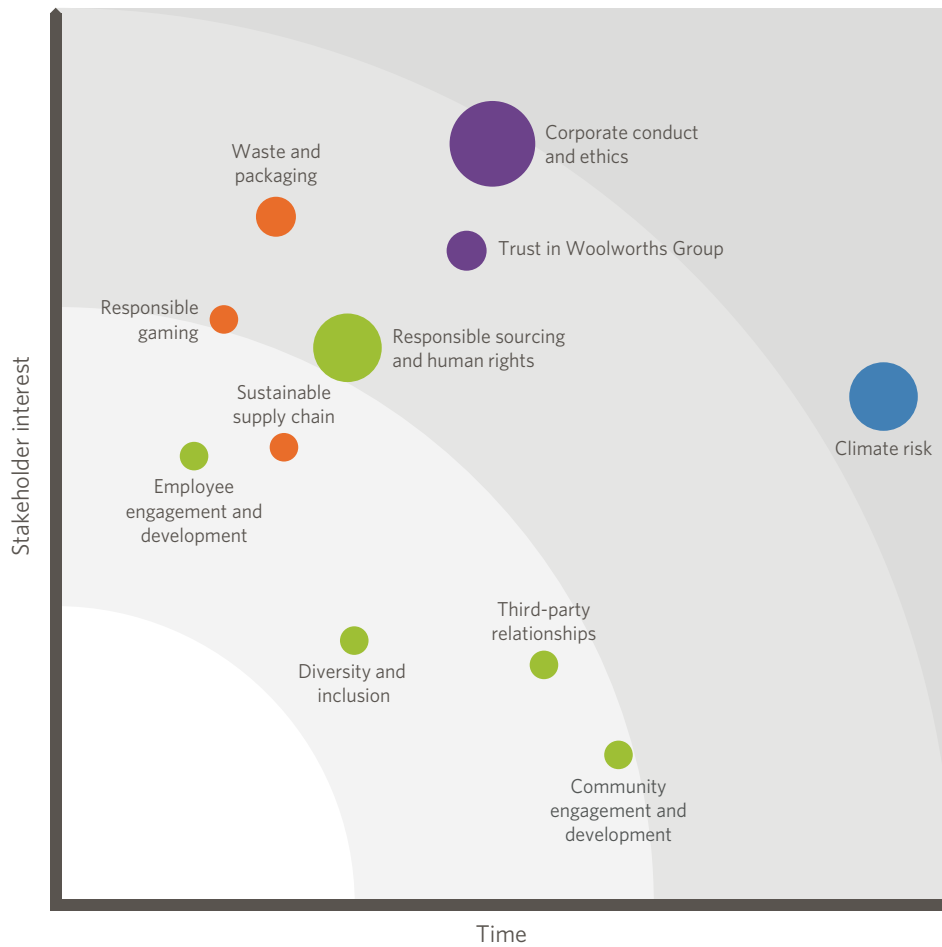
The approach

The approach we have taken to analyse Woolworths Group’s material issues aligns to the Global Reporting Initiative Standards¹ reporting requirements and includes the following steps:

- Desktop review of a range of information sources
- Engaging with both internal and external stakeholders
- Prioritising what the most material issues are, including analysis of whether these present risks/opportunities over the short or longer-term time horizons
- Internal validation by senior leaders and board.

Materiality matrix

The materiality matrix shows the interest stakeholders had in the issue (y-axis), the time of potential impact (x-axis) and the consequence of the issue to Woolworths Group (size of the bubble).



KEY: ● People ● Planet ● Product ● Core Values

¹ Refer to appendix for GRI Index.



Company directory

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Woolworths Group Sustainability

Alex Holt
Chief Sustainability Officer

Fiona Walmsley
Head of Sustainability Governance

Auditor

Deloitte Touche Tohmatsu

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Sydney NSW 2000
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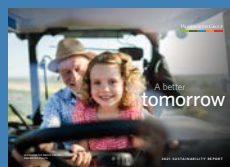
F21 corporate reporting suite

Woolworths Group is pleased to share how we're building a *Better Tomorrow*, and encourage you to explore our full reporting suite detailing our performance across Australia and New Zealand.



2021 Annual Report

Click here to find the report on our [website](#).



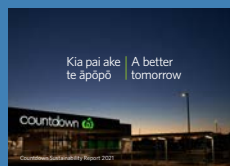
2021 Sustainability Report

Click here to find the report on our [website](#).



2021 Modern Slavery Statement

Click here to find the report on our [website](#).



2021 Sustainability Report

Click here to find the report on our [website](#).





WOOLWORTHS GROUP

