



We

are  
Woolworths  
Group

2022  
Sustainability Report Appendix

Woolworths Group Limited  
ABN 88 000 014 675



# Basis of reporting

Unless otherwise stated, our reporting suite covers Woolworths Group wholly owned businesses in Australia and New Zealand for the 2022 financial year – 1 July 2021 to 30 June 2022 (F22).

Certain comparative amounts and baselines have been restated to conform with the current period's presentation. This includes but is not limited to:

- in 2022, the Board approved the establishment of a new operating segment, Australian B2B. The Group has restated the amounts presented in the prior period to reflect the newly reportable segment as a separate segment
- in 2021, the Group separated from Endeavour Group, as a result the Endeavour Group historical results were removed from these reports
- majority owned businesses of PFD and Quantum have been included for emissions reporting and excluded from other metrics.

Sustainability metrics are expected to be refined over time as definitions, methodologies and data are enhanced.

Only workforce data (excluding safety) is included for our global sourcing offices in China, Bangladesh and Thailand.

All amounts are expressed in Australian dollars unless another currency is indicated.

Our 2022 Sustainability Report, Sustainability Report Appendix and Modern Slavery Statements contain forward looking statements, including, but not limited to statements regarding: trends in consumer preferences; commodity prices; goals, targets, plans, strategies and objectives of Woolworths Group; assumed near and long-term scenarios and transition pathways; potential global responses to climate change; regulatory and policy developments; the development and uptake of certain technologies; and the potential effect of possible future events on the value of Woolworths Group.

Forward looking statements can generally be identified by words such as, 'intend', 'aim', 'project', 'anticipate', 'expect', 'estimate', 'plan', 'objective', 'believe', 'expect', 'commit', 'may', 'will', 'should', 'would', 'continue', 'forecast', 'guidance', 'trend', or similar expressions.

The forward looking statements in this report are based on management's good faith, current expectations and reflect judgements, assumptions and estimates and other information available as at the date of this report. The forward looking statements involve known and unknown risks, uncertainties and assumptions and other important factors, many of which are beyond the reasonable control of Woolworths Group, that could cause actual results, performances or achievements to be materially different from the relevant statements.

Woolworths Group cannot and does not give any assurances that the results, performance or achievements expressed or implied by the forward looking statements contained in these reports will actually occur and readers are cautioned not to place undue reliance on these forward looking statements. Except as required by applicable regulations or by law, Woolworths Group does not undertake any obligation to publicly update or revise any forward looking statements, whether as a result of new information or future events. Past performance cannot be relied on as a guide to future performance.



## Acknowledgment of Country

Woolworths Group acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to them and their cultures; and to Elders both past and present.

Aboriginal and Torres Strait Islander people should be aware that this report may contain the names and images of deceased persons.

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## Sustainability metrics

### TOTAL CO<sub>2</sub> EMISSIONS (t CO<sub>2</sub>e) – SCOPE 1 AND SCOPE 2<sup>1</sup>

	F20	F21	F22
BIG W	126,401	115,882	110,390
Corporate	41,735	27,467	40,007
FABCOT	6,410	6,785	5,264
Primary Connect	121,418	89,485	110,187
New Zealand Food	68,064	61,802	63,782
Australian B2B	69,515	66,640	79,276
Australian Food	1,706,121	1,639,185	1,601,132
<b>Total</b>	<b>2,139,664</b>	<b>2,007,245</b>	<b>2,010,037</b>

<sup>1</sup> Calculated scope 1 emissions have increased in F22 vs F21 due to incorporation of F22 transport refrigerants (with equivalent data not available in F21) coupled with use of revised IPCC, Climate Change 2021: Sixth Assessment Report AR6 refrigerant emissions factors in F22. This has collectively increased calculated emissions by 64 ktCO<sub>2</sub>e for F22 vs F21, and contributed to total calculated scope 1 and 2 emissions being approximately flat vs F21. For context, if instead calculated on a like-for-like basis (using a common refrigerant emissions factor and excluding transport refrigerants), F22 scope 1 and 2 emissions would have declined by 3% vs F21.

### ELECTRICITY USE (MWh)

	F20	F21	F22
BIG W	146,225	137,121	126,282
Corporate	46,157	30,478	44,751
FABCOT	7,855	8,366	6,311
Primary Connect	111,418	118,693	120,526
New Zealand Food	296,849	297,151	299,090
Australian B2B	54,234	52,155	50,721
Australian Food	1,667,149	1,652,510	1,600,874
<b>Total</b>	<b>2,329,887</b>	<b>2,296,475</b>	<b>2,248,555</b>

### ELECTRICITY SOURCE (MWh)<sup>1</sup>

	RENEWABLES	NON-RENEWABLES	F22
New South Wales	115,051	485,133	600,184
Victoria	91,746	371,602	463,349
South Australia	22,839	93,413	116,252
Queensland	87,387	388,299	475,686
Western Australia	36,502	148,191	184,694
Tasmania	10,231	44,941	55,172
Northern Territory	5,220	22,277	27,498
Australian Capital Territory	5,182	21,450	26,632
New Zealand	52	299,038	299,090
<b>Total</b>	<b>374,210</b>	<b>1,874,344</b>	<b>2,248,555</b>

<sup>1</sup> To align with RE100 and CDP reporting requirements electricity is only considered as being renewable when either (1) renewable energy certificates are surrendered, or (2) when delivered renewable supply from the grid is supported by renewable certificates, such as the Renewable Energy Target (RET) in Australia, or (3) when the default renewable electricity supply from the grid exceeds 95%. In Australia, reported renewables for F22 is predominately as a result of grid supply delivered from the RET. In New Zealand, despite high levels of default renewable electricity supply, it does not meet these reporting criteria and the vast majority of NZ electricity supply is reported as non-renewable.

## TRANSPORT EMISSIONS BY USE (t CO<sub>2</sub>e)<sup>1</sup>

	AUSTRALIA	NEW ZEALAND
	SCOPE 1	SCOPE 1
Light vehicles	1,982	2,570
Home delivery	28,449	1,191
Logistics	50,954	N/A
<b>Total</b>	<b>81,385</b>	<b>3,761</b>

<sup>1</sup> Transport emissions includes fuel use and refrigerants. Transport emissions are calculated in line with National Greenhouse and Energy Reporting (NGER) guidance, and are estimated based on distance travelled rather than measured fuel use. Logistics includes emissions from trucks owned by PFD Foods. New Zealand logistics are counted as part of our scope 3 emissions.

## ENERGY AND SCOPE 1 AND 2 EMISSIONS INTENSITY<sup>1</sup>

	F20	F21	F22
Energy intensity (GJ/m <sup>2</sup> )	2.46	2.43	<b>2.43</b>
Emissions intensity (t CO <sub>2</sub> e/m <sup>2</sup> )	0.56	0.52	<b>0.52</b>

<sup>1</sup> Based on Group energy and emissions divided by trading area.

## SCOPE 3 EMISSIONS (t CO<sub>2</sub>e)<sup>1</sup>

Scope 3 emissions occur from sources owned or controlled by other entities in the value chain (e.g. agriculture, manufacturing, third-party logistics providers, waste management suppliers, travel suppliers, lessees and lessors, franchisees, retailers, employees, and customers). The scope 3 inventory shown below covers all of Woolworths Group except for PFD Foods and Quantum.

SCOPE 3 CATEGORY	CATEGORY DESCRIPTION	MILLION TONNES OF CO <sub>2</sub> e
1	Food and everyday products we sell	23.9
2	Construction, fitout and other physical assets	0.8
3	Generation, transmission and distribution of energy in our Scope 1 and 2 footprint	0.2
4	Transport of our goods to supermarkets and between distribution centres	0.6
5	Waste from our own operations and food not sold or able to be repurposed	0.1
6	Corporate travel including flights, taxis, hotels	<0.1
7	Employee commuting	0.3
8	Emissions associated with lighting and air conditioning where our supermarkets are within a shopping centre	0.3
9 + 11 + 12 + 14	Emissions associated with cooking, washing, use and disposal of our products, supermarket trolley collection and franchises	2.0
<b>Total</b>		<b>28.2</b>

<sup>1</sup> Additional detail on scope 3 activity can be viewed in the 2022 Sustainability Report page 36. Scope 3 category numbers follow the definitions from the *Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard*, with descriptions tailored to reflect Woolworths Group's specific value chain. In order to align with the latest available (F21) emissions factors based on Australian economic input / output tables, the calculation methodology for category 1 uses F21 consumer purchase prices for the products and services we sold in F22. Category 1 includes a moderate degree of overlap with Woolworths Group scope 1 emissions as food retail emissions are included within scope 3 emission factors. Purchased items by Woolworths Group and not for resale to consumers are excluded from category 1 calculated value, these are expected to be small but meaningful proportion of overall category 1 scope 3 emissions, and will be investigated further in future years.



## Sustainability metrics

### WASTE (tonnes)

#### Australia – materials diverted from landfill<sup>1</sup>

	F20	F21	F22
Food waste to composting or energy	48,838	51,323	54,535
Food waste to farmers	33,271	50,751	51,441
Food to charity	8,659	10,000	12,804
Cardboard	237,766	240,062	254,856
Plastic film	8,649	7,127	7,665
Other	13	849	484
<b>Total Australia</b>	<b>337,196</b>	<b>360,112</b>	<b>381,786</b>

<sup>1</sup> F22 data has been estimated based on 12 months from June 21 to May 22.

#### New Zealand – materials diverted from landfill

	F20	F21	F22
Cardboard	32,327	27,245	29,293
Plastic film	1,045	1,725	1,635
Food waste to farmers	1,670	3,995	2,832
Food to charity	1,470	4,087	2,664
Other	4,497	2,397	1,691
<b>Total New Zealand</b>	<b>41,009</b>	<b>39,450</b>	<b>38,115</b>

<b>Total diverted Australia and New Zealand</b>	<b>378,205</b>	<b>399,562</b>	<b>419,901</b>
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<b>Total waste to landfill Australia and New Zealand</b>	<b>95,219</b>	<b>103,062</b>	<b>94,377</b>
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#### Waste intensity<sup>1</sup>

	F20	F21	F22
kg/m <sup>2</sup>	22	24	24

<sup>1</sup> Waste intensity is from Australian and New Zealand operations measuring waste to landfill against total trading area.

#### Virgin (new) plastic packaging reductions from targeted initiatives<sup>1</sup>

	F20	F21	F22
Tonnes removed	2,831	2,066	4,262
% Cumulative removed from baseline	8%	13%	22%

<sup>1</sup> Includes Australian Woolworths supermarkets and Metro Food Stores. Excludes BIG W and Countdown, which will be reported in future years. Analysis is based on products considered 'private label' – including FoodCo and designated produce, meat and in-store bakery products, in addition to in-store packaging such as produce bags. Where historical packaging data is not available, we have estimated packaging specifications based on similar products in the category. A packaging data enhancement project is currently underway and will allow our packaging measures and baseline to be further refined. While not included in our packaging figures, the removal of single use plastic bags resulted in the elimination of over 13,000 tonnes of plastic (over 9,000 tonnes of virgin plastic) from F18 to F19. Cumulative reduction calculated based on equivalent percentage of baseline year virgin plastic packaging with a target of 50% by 2024.

## ARL on pack<sup>1</sup>

	F22
Australian Food	72%
New Zealand Food	55%

<sup>1</sup> The Australasian Recycling Label (ARL) Program is an on-pack labelling scheme that is helping consumers to recycle correctly and supporting Brand Owners and packaging manufacturers to design packaging that is recyclable at end-of-life. Coverage based on the proportion of products where packaging is within the control of Woolworths Group. BIG W will be reported in F23.

## Post consumer soft plastics recycling collections<sup>1</sup>

	F20	F21	F22
Tonnes from in-store collections	1,748	2,905	4,608

<sup>1</sup> Collections from customers which are transformed into new products by our recycling partners. Soft plastic recycling service includes plastic from products sold by Woolworths Group and other retailers/sources.

## Post consumer battery and mobile phone recycling collections<sup>1</sup>

	F22
Tonnes from in-store recycling units	293

<sup>1</sup> Service commenced nationwide in F22 enabling hazardous waste to be diverted from landfill and valuable metals and materials to be recovered and reused.

## Proportion of sales from healthier products<sup>1</sup>

	F20	F21	F22
% Eligible sales from healthier products (>=3.5 Health Star Rating (HSR))	61.1%	61.4%	61.7%

<sup>1</sup> Includes Australian Woolworths supermarkets and excludes Metro Food Stores in Australia and Countdown in New Zealand, BIG W, healthylife and PFD. Analysis covers more than 96% of sales of products for which the HSR system is intended or permitted, including packaged and unpackaged foods. We are working with our suppliers to increase HSR data in our master data and on pack. Where HSR data is not provided, we estimate HSR based on available nutrition information and similar products in the category. As HSR data improves, our HSR measure and baseline will be refined. Calculations are based on sales, with the intention of moving to a volume-based metric in future years.



## Workplace metrics

### BOARD OF DIRECTORS

	WOMEN	MEN	DIFFERENT TERM	TOTAL
<25	0	0	0	0
25-<35	0	0	0	0
35-<45	0	0	0	0
45-<55	2	0	0	2
55-<65	3	2	0	5
>65	0	2	0	2
<b>Total</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>9</b>

### WOMEN REPRESENTATION BY EMPLOYMENT CATEGORY <sup>1</sup>

Executives	33.82%
Senior managers	40.46%
Managers	44.56%
Office support	55.50%
Technicians and trades	12.78%
Sales	63.49%
Other	34.59%

<sup>1</sup> This data covers the 12 months ended 1/1/2022, is for Australian based team members only and was used to prepare the Workplace Gender Equality Agency (WGEA) report.

### RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN EMPLOYEES BY EMPLOYMENT CATEGORY <sup>1</sup>

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<sup>2</sup>.

	2021		2022	
	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE	AVERAGE ANNUALISED SALARY	RATIO TO AVERAGE
Non-managerial women	\$53,267	96.63%	<b>\$54,218</b>	<b>96.88%</b>
Non-managerial men	\$57,588	104.47%	<b>\$58,299</b>	<b>104.17%</b>
Non-managerial different term	not measured		<b>\$52,561</b>	<b>93.92%</b>
Average salary	\$55,123		<b>\$55,965</b>	
Managerial women	\$94,248	94.02%	<b>\$99,641</b>	<b>94.79%</b>
Managerial men	\$104,850	104.60%	<b>\$109,418</b>	<b>104.09%</b>
Managerial different term	not measured		<b>\$114,879</b>	<b>109.29%</b>
Average salary	\$100,240		<b>\$105,116</b>	

<sup>1</sup> This data covers the 12 months ended 1/1/2022, is for Australian based team members only and was used to prepare the WGEA report.

<sup>2</sup> We continue to monitor pay parity, comparing salaries of like-for-like roles of our team members across the Woolworths Group, at all levels. By grouping our positions, career streams and levels we are able to identify gender pay gaps between our women and men team members in like-for-like roles. Our last review confirmed a variance of less than 1%, which we will aim to maintain.

### RESPECT AND DIGNITY <sup>1</sup>

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.

#### Discrimination <sup>1</sup>

Number of claims lodged in Australia and New Zealand during the year	113
Number resolved in financial year	113
Number of substantiated claims of discriminatory conduct	4

<sup>1</sup> Data covers all Australian Food, Corporate, and New Zealand Operations.

## FREEDOM OF ASSOCIATION<sup>1</sup>

We have long-standing relationships with the unions that represent our employees, and 89% of our workplace is covered by Enterprise Bargaining Arrangements (EBAs).

GROUP	EBA EMPLOYEES	TOTAL HEADCOUNT	%
BIG W	16,584	18,111	91.6%
Corporate	7,127	11,546	61.7%
New Zealand Food	18,185	21,447	84.8%
Australian Food	133,829	145,804	91.8%
Statewide Independent Wholesalers	391	438	89.3%
<b>Total</b>	<b>176,116</b>	<b>197,346</b>	<b>89.2%</b>

<sup>1</sup> Data covers all Australian and New Zealand headcount and excludes workforce located in China, Bangladesh and Thailand.

## WORKFORCE AND TURNOVER

The following workforce and turnover data tables includes all headcount, and excludes all contractors, as at the end of F22, inclusive of team located in Asia.

### Headcount by business unit

GROUP	WOMEN	MEN	DIFFERENT TERM	TOTAL
BIG W	12,267	5,743	101	18,111
Corporate	3,218	8,309	19	11,546
Food Group Asia	274	153	0	427
Statewide Independent Wholesalers	38	400	0	438
New Zealand Food	12,451	8,996	0	21,447
Australian Food	81,509	63,573	722	145,804
<b>Total</b>	<b>109,757</b>	<b>87,174</b>	<b>842</b>	<b>197,773</b>

### Headcount by employee type

GROUP	WOMEN	MEN	DIFFERENT TERM	TOTAL
Full-time	23,328	25,883	73	49,284
Part-time	53,118	31,889	297	85,304
Casual	33,311	29,402	472	63,185
<b>Total</b>	<b>109,757</b>	<b>87,174</b>	<b>842</b>	<b>197,773</b>

### Headcount by region

GROUP	WOMEN	MEN	DIFFERENT TERM	TOTAL
Australian Capital Territory	1,346	1,672	16	3,034
New South Wales	34,272	27,719	225	62,216
Northern Territory	997	855	10	1,862
Queensland	21,675	15,703	194	37,572
South Australia	5,354	4,966	55	10,375
Tasmania	2,546	2,297	15	4,858
Victoria	21,458	18,598	234	40,290
Western Australia	9,384	6,215	93	15,692
New Zealand	12,451	8,996	0	21,447
China	260	129	0	389
Bangladesh	9	23	0	32
Thailand	5	1	0	6
<b>Total</b>	<b>109,757</b>	<b>87,174</b>	<b>842</b>	<b>197,773</b>



## Workplace metrics

### WORKFORCE AND TURNOVER (continued)

#### Workforce by age

AGE BAND	WOMEN	MEN	DIFFERENT TERM	TOTAL
<25	36,395	37,010	567	73,972
25-<35	22,327	22,685	184	45,196
35-<45	18,244	13,466	49	31,759
45-<55	17,004	8,063	28	25,095
55-<65	13,070	4,875	14	17,959
>65	2,717	1,075	0	3,792
<b>Total</b>	<b>109,757</b>	<b>87,174</b>	<b>842</b>	<b>197,773</b>

#### Turnover by region

GROUP	TOTAL TERMINATIONS				% LABOUR TURNOVER			
	WOMEN	MEN	DIFFERENT TERM	TOTAL	WOMEN	MEN	DIFFERENT TERM	TOTAL
Australian Capital Territory	403	436	2	841	29.7%	27.3%	16.7%	28.4%
New South Wales	9,473	8,575	88	18,136	27.9%	31.6%	51.8%	29.6%
Northern Territory	355	341	1	697	37.2%	42.7%	20.0%	39.6%
Queensland	6,540	4,961	67	11,568	30.9%	33.3%	48.9%	31.9%
South Australia	1,542	1,412	11	2,965	28.6%	29.1%	28.2%	28.9%
Tasmania	550	615	1	1,166	21.4%	27.1%	9.1%	24.0%
Victoria	6,742	6,300	74	13,116	31.9%	35.1%	43.8%	33.4%
Western Australia	3,022	2,281	30	5,333	33.0%	38.7%	44.1%	35.3%
New Zealand	4,717	3,799	0	8,516	40.1%	44.1%	0%	41.8%
China	67	23	0	90	25.3%	18.9%	0%	23.3%
Bangladesh	0	1	0	1	0%	4.2%	0%	3.1%
Thailand	3	1	0	4	50%	100%	0%	57.1%
<b>Total</b>	<b>33,414</b>	<b>28,745</b>	<b>274</b>	<b>62,433</b>	<b>31.0%</b>	<b>34.2%</b>	<b>44.8%</b>	<b>32.4%</b>

#### Turnover by age

AGE BAND	TOTAL TERMINATIONS				% LABOUR TURNOVER			
	WOMEN	MEN	DIFFERENT TERM	TOTAL	WOMEN	MEN	DIFFERENT TERM	TOTAL
<25	16,258	14,838	187	31,283	47.5%	44.7%	48.7%	46.1%
25-<35	7,356	8,194	55	15,605	33.1%	35.5%	37.7%	34.3%
35-<45	3,852	2,927	18	6,797	21.4%	21.6%	38.3%	21.5%
45-<55	3,277	1,547	10	4,834	19.2%	18.9%	43.5%	19.1%
55-<65	2,028	908	4	2,940	15.2%	18.4%	36.4%	16.1%
>65	643	331	0	974	21.8%	28.7%	0%	23.7%
<b>Total</b>	<b>33,414</b>	<b>28,745</b>	<b>274</b>	<b>62,433</b>	<b>31.0%</b>	<b>34.2%</b>	<b>44.8%</b>	<b>32.4%</b>

## New hires by region

GROUP	WOMEN	MEN	DIFFERENT TERM	TOTAL
Australian Capital Territory	447	629	11	1,087
New South Wales	12,248	11,301	230	23,779
Northern Territory	446	467	10	923
Queensland	7,871	6,656	187	14,714
South Australia	1,627	1,736	45	3,408
Tasmania	555	737	12	1,304
Victoria	8,459	8,297	216	16,972
Western Australia	3,606	2,950	93	6,649
New Zealand	6,272	4,727	0	10,999
China	69	46	0	115
Bangladesh	2	0	0	2
Thailand	2	1	0	3
<b>Total</b>	<b>41,604</b>	<b>37,547</b>	<b>804</b>	<b>79,955</b>

## New hires by age

AGE BAND	WOMEN	MEN	DIFFERENT TERM	TOTAL
<25	23,107	24,232	584	47,923
25-<35	8,239	7,901	147	16,287
35-<45	4,770	2,932	35	7,737
45-<55	3,595	1,481	26	5,102
55-<65	1,745	834	12	2,591
>65	148	167	0	315
<b>Total</b>	<b>41,604</b>	<b>37,547</b>	<b>804</b>	<b>79,955</b>

## Parental leave<sup>1</sup>

We offer parental leave to eligible Australian-based team members, which includes 12 weeks paid parental leave, total parental leave period 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		2022	
	ON PARENTAL LEAVE IN PERIOD	RETURNED FROM PARENTAL LEAVE	ON PARENTAL LEAVE IN PERIOD	RETURNED FROM PARENTAL LEAVE
Women	4,314	4,144	<b>4,270</b>	<b>3,969</b>
Men	1,050	1,041	<b>1,242</b>	<b>1,232</b>
Different Term	not measured	not measured	<b>2</b>	<b>2</b>
<b>Total</b>	<b>5,364</b>	<b>5,185</b>	<b>5,514</b>	<b>5,203</b>

<sup>1</sup> Data covers the 12 months ended 1/1/2022, is for Australian based team members only and was used to prepare the WGEA report. Returned from parental leave is based on returning to work for at least one day. This may include people who have returned from parental leave, but left before the end of the reporting period.



## Workplace metrics

### SAFETY AND HEALTH PERFORMANCE

#### Occupational health and safety management system<sup>1</sup>

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, relief and resource 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.

GROUP	NO. OF EMPLOYEES	% OF EMPLOYEES
BIG W	18,111	100%
Corporate	11,546	100%
Foodco incl Metro Food Stores	4,968	100%
Primary Connect	8,146	100%
New Zealand Food	21,447	100%
WooliesX	7,834	100%
Australian Supermarkets	125,283	100%
<b>Total</b>	<b>197,355</b>	<b>100%</b>

<sup>1</sup> Data excludes workers that are not on the core Woolworths Group payroll system.

### WORK RELATED INJURIES

#### High consequence work related injuries (HCI)

GROUP	HCI	HCIFR PER MILLION HOURS	HCIFR PER 200,000 HOURS	F22 HOURS WORKED
BIG W	16	0.91	0.18	17,508,011
Corporate	0	0.00	0.00	4,315,721
Foodco incl Metro Food Stores	3	0.72	0.14	4,183,450
Primary Connect	27	2.08	0.42	13,000,614
New Zealand Food <sup>1</sup>	not available	not available	not available	27,663,908
WooliesX	1	0.17	0.03	5,866,588
Australian Supermarkets	170	1.33	0.27	127,645,912
<b>Total</b>	<b>217</b>	<b>1.08</b>	<b>0.22</b>	<b>200,184,205</b>

<sup>1</sup> New Zealand data for HCI reporting is not available.

#### Business TRIFR and TRI results

GROUP	PER MILLION HOURS	PER 200,000 HOURS	TRI	F22 HOURS WORKED
BIG W	5.88	1.18	103	17,508,011
Corporate	1.16	0.23	5	4,315,721
Foodco incl Metro Food Stores	5.26	1.05	22	4,183,450
Primary Connect	19.92	3.98	259	13,000,614
New Zealand Food	17.24	3.45	477	27,663,908
WooliesX	1.53	0.31	9	5,866,588
Australian Supermarkets	10.60	2.12	1,353	127,645,912
<b>Total</b>	<b>11.13</b>	<b>2.23</b>	<b>2,228</b>	<b>200,184,205</b>

## Business TRIs by gender

GROUP	WOMEN		MEN		DIFFERENT TERM		TOTAL
	COUNT	%	COUNT	%	COUNT	%	COUNT
BIG W	90	87%	13	13%	0	0%	103
Corporate	3	60%	2	40%	0	0%	5
Foodco incl Metro Food Stores	13	59%	9	41%	0	0%	22
Primary Connect	51	20%	208	80%	0	0%	259
New Zealand Food	312	65%	165	35%	0	0%	477
WooliesX	4	44%	5	56%	0	0%	9
Australian Supermarkets	901	67%	447	33%	5	0%	1,353
<b>Total</b>	<b>1,374</b>	<b>62%</b>	<b>849</b>	<b>38%</b>	<b>5</b>	<b>0%</b>	<b>2,228</b>

## Woolworths Group Limited TRIFR and severity rate for F20–F22<sup>1</sup>

KPI	F20	F21	F22
TRIFR (million hours worked)	11.55	12.17	11.13
TRIFR (200,000 hours worked)	2.31	2.43	2.23
Severity rate	not reported	not reported	1.74

<sup>1</sup> Severity rate was introduced as a business metric in F22, it is a more holistic measure than TRIFR including all injuries (physical and psychological) for team and customers and includes incidents that had a high potential for serious injury or death.

## TRIs by nature group

TRI BY NATURE GROUP FOR 2022	WOMEN		MEN		DIFFERENT TERM		TOTAL
	COUNT	%	COUNT	%	COUNT	%	COUNT
Traumatic sprain/strain	928	62%	568	38%	3	0%	1,499
Musculoskeletal	13	65%	7	35%	0	0%	20
Wounds and lacerations	292	64%	161	35%	1	0%	454
Fractures	43	58%	31	42%	0	0%	74
Other	98	54%	82	45%	1	0%	181
<b>Total</b>	<b>1,374</b>	<b>62%</b>	<b>849</b>	<b>38%</b>	<b>5</b>	<b>0%</b>	<b>2,228</b>

## TRIs by mechanism group

TRI BY MECHANISM GROUP FOR 2022	WOMEN		MEN		DIFFERENT TERM		TOTAL
	COUNT	%	COUNT	%	COUNT	%	COUNT
Manual handling	816	60%	544	40%	2	0%	1,362
Slips/trips	215	74%	74	26%	1	0%	290
Hitting objects	136	63%	79	37%	0	0%	215
Being hit by moving objects	126	58%	91	42%	1	0%	218
Other	81	57%	61	43%	1	1%	143
<b>Total</b>	<b>1,374</b>	<b>62%</b>	<b>849</b>	<b>38%</b>	<b>5</b>	<b>0%</b>	<b>2,228</b>



## Workplace metrics

### WORK RELATED INJURIES (continued)

#### Business close calls (near hits)

GROUP	WOOLWORTHS GROUP COUNT	CONTRACTOR COUNT	AGENCY COUNT
BIG W	101	21	0
Corporate	1	4	0
Foodco incl Metro Food Stores	25	5	0
Primary Connect	1,370	126	433
New Zealand Food	6,403	346	73
WooliesX	3	0	0
Australian Supermarkets	386	16	0
<b>Total</b>	<b>8,289</b>	<b>518</b>	<b>506</b>

#### Business high potential work related incidents

GROUP	WOOLWORTHS GROUP COUNT	CONTRACTORS	AGENCY
BIG W	0	1	0
Corporate	0	0	0
Foodco incl Metro Food Stores	2	1	0
Primary Connect	0	0	0
New Zealand Food	1	0	0
WooliesX	0	0	0
Australian Supermarkets	2	3	0
<b>Total</b>	<b>5</b>	<b>5</b>	<b>0</b>

## WORK RELATED ILL HEALTH

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

### Business ill health for gender

GROUP	WOMEN		MEN		DIFFERENT TERM		TOTAL	F22 HOURS WORKED
	COUNT	%	COUNT	%	COUNT	%	COUNT	
BIG W	7	78%	2	22%	0	0%	9	17,508,011
Corporate	1	50%	1	50%	0	0%	2	4,315,721
Foodco incl Metro Food Stores	0	0%	0	0%	0	0%	0	4,183,450
Primary Connect	4	13%	28	88%	0	0%	32	13,000,614
New Zealand Food	2	100%	0	0%	0	0%	2	27,663,908
WooliesX	0	0%	0	0%	0	0%	0	5,866,588
Australian Supermarkets	62	58%	45	42%	0	0%	107	127,645,912
<b>Total</b>	<b>76</b>	<b>50%</b>	<b>76</b>	<b>50%</b>	<b>0</b>	<b>0%</b>	<b>152</b>	<b>200,184,205</b>

### Ill health TRIs by nature group

NATURE GROUP	WOMEN		MEN		DIFFERENT TERM		TOTAL
	COUNT	%	COUNT	%	COUNT	%	COUNT
Musculoskeletal	13	65%	7	35%	0	0%	20
Psychological	42	57%	32	43%	0	0%	74
Digestive system diseases (e.g. hernia)	10	27%	27	73%	0	0%	37
Other	11	52%	10	48%	0	0%	21
<b>Total</b>	<b>76</b>	<b>50%</b>	<b>76</b>	<b>50%</b>	<b>0</b>	<b>0%</b>	<b>152</b>

## FATALITIES

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

Employee work related fatalities	0
Contractor/agency fatalities	0



# Glossary

TERM	MEANING
<b>Carbon dioxide equivalent (CO<sub>2</sub>e)</b>	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 28 tonnes of carbon dioxide emissions over a 100 year period.
<b>Green electricity</b>	To align with RE100 and CDP reporting requirements our renewable electricity is only counted as green electricity when renewable energy certificates are surrendered, or when the default renewable electricity supply from the grid exceeds 95%.
<b>Health Star Rating</b>	The Health Star Rating is a voluntary front-of-pack labelling system in Australia and New Zealand that rates the overall nutritional profile of food and beverages from 0.5 star to 5 stars. It provides a quick and easy way for consumers to compare similar foods and make informed choices. The more stars, the healthier the choice.
<b>Lost Time Injury (LTI) and Lost Time Injury Frequency Rate (LTIFR)</b>	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.
<b>MWh</b>	Megawatt hours is a unit of measurement for electricity use.
<b>National Greenhouse and Energy Reporting Act 2007 (NGER)</b>	NGER established a national framework for Australian corporations to report greenhouse gas emissions, reductions, removals and offsets, and energy consumption and production. Refer to <a href="http://climatechange.gov.au/reporting/publications">climatechange.gov.au/reporting/publications</a> .
<b>Scope 1 emissions</b>	Direct greenhouse gas emissions from sources owned or controlled by the company, such as combustion facilities (e.g. generators), calculated emissions from refrigerant gas leakages and combustion of fuels in company-owned or company-controlled transport (e.g. cars and trucks).
<b>Scope 2 emissions</b>	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.
<b>Scope 3 emissions</b>	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 generated in the production of the products we sell and from waste disposal to landfill.
<b>Severity Rate</b>	Includes all team and customer injuries or illnesses (first aid through to lost time injuries, both physical and psychological) and events with potential for high severity.
<b>Sustainable Development Goals (SDG)</b>	17 global goals set by the United Nations in 2015 to define global sustainable development priorities and aspirations for the planet.
<b>Sustainable Sourcing</b>	Includes a combination of physically certified (or independently verified) commodities; and the purchase of offsets to support the sustainable production of a commodity if physical certification cannot be achieved. Our sourcing policies should be referred to for commodity-specific details.
<b>Total Recordable Injury (TRI) and Total Recordable Injury Frequency Rate (TRIFR)</b>	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.

PRINCIPLES	ACTIONS	PAGE
<b>HUMAN RIGHTS</b>		
<b>Principle 1</b>		
Protection of Human Rights	Responsible Sourcing Program	2022 Sustainability Report pages 24–25 2022 Modern Slavery Statement
<b>Principle 2</b>		
No Complicity in Human Rights Abuse	Responsible Sourcing Program	2022 Sustainability Report pages 24–25 2022 Modern Slavery Statement
<b>LABOUR</b>		
<b>Principle 3</b>		
Freedom of Association and Collective Bargaining	Responsible Sourcing Program Freedom of association and union engagement	2022 Sustainability Report pages 24–25 2022 Modern Slavery Statement Sustainability Report Appendix page 7
<b>Principle 4</b>		
Elimination of Forced and Compulsory Labour	Responsible Sourcing Program	2022 Sustainability Report pages 24–25 2022 Modern Slavery Statement
<b>Principle 5</b>		
Abolition of Child Labour	Responsible Sourcing Program	2022 Sustainability Report pages 24–25 2022 Modern Slavery Statement
<b>Principle 6</b>		
Elimination of Discrimination	Diversity and equal opportunity	2022 Sustainability Report pages 18–21 Sustainability Report Appendix page 6
<b>ENVIRONMENT</b>		
<b>Principle 7</b>		
Precautionary Approach	No explicit reference to precautionary approach	Sustainability Report Appendix page 16
<b>Principle 8</b>		
Environmental Responsibility	Planet	2022 Sustainability Report pages 30–43
<b>Principle 9</b>		
Environmentally Friendly Technologies	Technology addressing climate change, water conservation, transport and packaging	2022 Sustainability Report pages 30–51
<b>ANTI-CORRUPTION</b>		
<b>Principle 10</b>		
Work against Corruption	Anti-corruption	Sustainability Report Appendix page 17



# Global Reporting Initiative

Detailed GRI Index can be found at our website <https://www.woolworthsgroup.com.au/sustainability>

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>GENERAL DISCLOSURES</b>		
2-1	Organisational details	Front cover
2-2	Entities included in the organisation's sustainability reporting	Inside cover
2-3	Reporting period, frequency and contact point	GRI Index
2-4	Restatements of information	Inside cover
2-5	External assurance	Sustainability Report Appendix page 24–28
2-6	Activities, value chain and other business relationships	2022 Annual Report
2-7	Employees	Sustainability Report Appendix page 7
2-8	Workers who are not employees	Sustainability Report Appendix page 7, GRI Index
2-9	Governance structure and composition	GRI Index
2-10	Nomination and selection of the highest governance body	GRI Index
2-11	Chair of the highest governance body	GRI Index
2-12	Role of the highest governance body in overseeing the management of impacts	GRI Index
2-13	Delegation of responsibility for managing impacts	GRI Index
2-14	Role of the highest governance body in sustainability reporting	GRI Index
2-15	Conflict of interest	GRI Index
2-16	Communication of critical concerns	GRI Index
2-17	Collective knowledge of the highest governing body	2022 Annual Report, GRI Index
2-18	Evaluation of the performance of the highest governance body	GRI Index
2-19	Remuneration policies	2022 Annual Report, GRI Index
2-20	Process to determine remuneration	2022 Annual Report, GRI Index
2-21	Annual total compensation ratio	GRI Index
2-22	Statement on sustainable development strategy	GRI Index
2-23	Policy commitments	GRI Index
2-24	Embedding policy commitments	GRI Index
2-25	Processes to remediate negative impacts	GRI Index
2-26	Mechanisms for seeking advice and raising concerns	GRI Index
2-27	Compliance with laws and regulations	GRI Index
2-28	Membership associations	Sustainability Report Appendix page 31
2-29	Approach to stakeholder engagement	Sustainability Report Appendix pages 32–33
2-30	Collective bargaining agreements	Sustainability Report Appendix page 7

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>MATERIAL TOPICS</b>		
3-1	Process to determine material topics	GRI Index
3-2	List of material topics	2022 Sustainability Report pages 10–11
<b>ECONOMIC PERFORMANCE</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
201-1	Direct economic value generated and distributed	2022 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	2022 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	2022 Annual Report
201-4	Financial assistance received from government	GRI Index
<b>MARKET PRESENCE</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	GRI Index
202-2	Proportion of senior management hired from the local community	GRI Index
<b>INDIRECT ECONOMIC IMPACTS</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
203-1	Infrastructure investments and services supported	2022 Annual Report and Sustainability Report pages 26–29, GRI Index
203-2	Significant indirect economic impacts	GRI Index
<b>PROCUREMENT PRACTICES</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
204-1	Proportion of spend on local suppliers	GRI Index
<b>ANTI-CORRUPTION</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
205-1	Operations assessed for risks related to corruption	GRI Index
205-2	Communication and training about anti-corruption policies and procedures	GRI Index
205-3	Confirmed incidents of corruption and actions taken	GRI Index
<b>ANTI-COMPETITIVE BEHAVIOUR</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	GRI Index



## Global Reporting Initiative

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>TAX</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
207-1	Approach to tax	2022 Annual Report, GRI Index
207-2	Tax governance, control, and risk management	2022 Annual Report, GRI Index
207-3	Stakeholder engagement and management of concerns related to tax	2022 Annual Report, GRI Index
207-4	Country-by-country reporting	2022 Annual Report, GRI Index
<b>MATERIALS</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
301-1	Materials used by weight or volume	GRI Index
301-2	Recycled input materials used	GRI Index
301-3	Reclaimed products and their packaging materials	GRI Index
<b>ENERGY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
302-1	Energy consumption within the organisation	Sustainability Report Appendix page 2, GRI Index
302-2	Energy consumption outside of the organisation	GRI Index
302-3	Energy intensity	Sustainability Report Appendix page 2, GRI Index
302-4	Reduction in energy consumption	Sustainability Report Appendix page 2, GRI Index
302-5	Reductions in energy requirements of products and services	GRI Index
<b>WATER AND EFFLUENTS</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
303-1	Interactions with water as a shared resource	GRI Index
303-2	Management of water discharge-related impacts	GRI Index
303-3	Water withdrawal	GRI Index
303-4	Water discharge	GRI Index
303-5	Water consumption	GRI Index
<b>BIODIVERSITY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas of high biodiversity value outside protected areas	GRI Index
304-2	Significant impacts of activities, products and services on biodiversity	GRI Index
304-3	Habitats protected or restored	GRI Index
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>EMISSIONS</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
305-1	Direct (Scope 1) GHG emissions	Sustainability Report Appendix page 2, GRI Index
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report Appendix page 2, GRI Index
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report Appendix page 3
305-4	GHG emissions intensity	Sustainability Report Appendix page 3
305-5	Reduction of GHG emissions	Sustainability Report Appendix page 2
305-6	Emissions of ozone-depleting substances (ODS)	GRI Index
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI Index
<b>WASTE</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
306-1	Waste generation and significant waste-related impacts	GRI Index
306-2	Management of significant waste-related impacts	GRI Index
306-3	Waste generated	Sustainability Report Appendix page 4
306-4	Waste diverted from disposal	Sustainability Report Appendix page 4, GRI Index
306-5	Waste directed to disposal	Sustainability Report Appendix page 4, GRI Index
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
308-1	New suppliers that were screened using environmental criteria	GRI Index
308-2	Negative environmental impacts in the supply chain and actions taken	GRI Index
<b>EMPLOYMENT</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
401-1	New employee hires and employee turnover	Sustainability Report Appendix pages 8–9
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI Index
401-3	Parental leave	Sustainability Report Appendix page 9
<b>LABOUR/MANAGEMENT RELATIONS</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
402-1	Minimum notice periods regarding operational changes	GRI Index



## Global Reporting Initiative

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
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
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
403-9	Work-related injuries	Sustainability Report Appendix pages 10–12
403-10	Work-related ill health	Sustainability Report Appendix page 13
<b>TRAINING AND EDUCATION</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
404-1	Average hours of training per year per employee	GRI Index
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Report page 21, GRI Index
404-3	Percentage of employees receiving regular performance reviews and career development reviews	GRI Index
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
405-1	Diversity of governance bodies and employees	GRI Index
405-1	Ratio of basic salary and remuneration of women to men	Sustainability Report Appendix page 6
<b>NON-DISCRIMINATION</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report Appendix page 6
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report Appendix page 7, 2022 Modern Slavery Statement, GRI Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>CHILD LABOUR</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
408-1	Operations and suppliers at significant risk for incidents of child labour	2022 Modern Slavery Statement, GRI Index
<b>FORCED OR COMPULSORY LABOUR</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	2022 Modern Slavery Statement, GRI Index
<b>SECURITY PROCESSES</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
410-1	Security personnel trained in human rights policies and procedures	2022 Modern Slavery Statement, GRI Index
<b>RIGHTS OF INDIGENOUS PEOPLES</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
411-1	Incidents of violations involving the rights of Indigenous peoples	GRI Index
<b>LOCAL COMMUNITIES</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
413-1	Operations with local community engagement, impact assessments, and development programs	2022 Sustainability Report, GRI Index
413-2	Operations with significant actual and potential negative impacts on local communities	2022 Sustainability Report, GRI Index
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
414-1	New suppliers that were screened using social criteria	GRI Index
414-2	Negative social impacts in the supply chain and actions taken	2022 Modern Slavery Statement
<b>PUBLIC POLICY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
415-1	Political contributions	Sustainability Report Appendix page 29
<b>CUSTOMER HEALTH AND SAFETY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
416-1	Assessment of the health and safety impacts of product and service categories	GRI Index
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index



## Global Reporting Initiative

DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE
<b>MARKETING AND LABELLING</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
417-1	Requirements for product and service information and labelling	GRI Index
417-2	Incidents of non-compliance concerning product and service information and labelling	GRI Index
417-3	Incidents of non-compliance concerning marketing communications	GRI Index
<b>CUSTOMER PRIVACY</b>		
3-3	Management of material topics	Sustainability Report Appendix pages 32–33
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 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                    | 2022 Annual Report pages 50–51<br>2022 Sustainability Report pages 32–33 |
| b) Describe management's role in assessing and managing climate-related risks and opportunities | 2022 Annual Report pages 50–52<br>2022 Sustainability Report pages 32–33 |

### 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 term                                | 2022 Annual Report pages 53–57<br>2022 Sustainability Report pages 32–33, 42–43 |
| b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning                        | 2022 Annual Report pages 53–57  |
| c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario | 2022 Annual Report pages 53–57  |

### Risk Management: Disclose how the organisation identifies, assesses, and manages climate-related risks

- |   |  |
|---|--|
| a) Describe the organisation's processes for identifying and assessing climate-related risks  | 2022 Annual Report pages 50–51<br>2022 Sustainability Report pages 32–33 |
| b) Describe the organisation's processes for managing climate-related risks   | 2022 Annual Report pages 50–51<br>2022 Sustainability Report pages 32–33 |
| c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management | 2022 Annual Report pages 44–51   |

### Metrics and Targets: Disclose 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 | 2022 Annual Report page 52<br>2022 Sustainability Report pages 34–43<br>Sustainability Report Appendix pages 2–5     |
| b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks   | 2022 Annual Report pages 53–57<br>2022 Sustainability Report pages 34–37<br>Sustainability Report Appendix pages 2–3 |
| c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets                       | 2022 Annual Report page 52<br>2022 Sustainability Report pages 6–7, 34–43  |



# 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 2022

### CONCLUSION

We have undertaken a limited assurance engagement relating to the GRI Universal Standards disclosures, selected GRI Topic Standards disclosures, and selected Sustainability Targets detailed below (the 'Subject Matter Information') presented in Woolworths Group Limited's ('Woolworths') 2022 Sustainability Report in relation to the facilities of Woolworths for the period 1 July 2021 to 30 June 2022.

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 2021 to 30 June 2022.

### 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 2022 is as follows:

#### SUBJECT MATTER INFORMATION

#### REPORTING CRITERIA

##### GRI Standards

GRI Universal Standards disclosures prepared in accordance with the requirements of the GRI Standards set out in the GRI Index on pages 16–22 of the 2022 Sustainability Report Appendix:

- GRI 1: Foundation 2021
- GRI 2: General Disclosures 2021
- GRI 3: Material Topics 2021

The following selected GRI Topic Standards disclosures included within the GRI Index on pages 16-22 of the 2022 Sustainability Report Appendix:

- Energy
  - 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]

Relevant GRI Standards and Woolworths' internal definitions, and approaches as described in the GRI Index on page 16 to 22 of the 2022 Sustainability Report Appendix and on Woolworths' website at [www.woolworthsgroup.com.au](http://www.woolworthsgroup.com.au)

## SUBJECT MATTER INFORMATION

## REPORTING CRITERIA

**GRI Standards** (continued)

- Emissions
  - 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
  - Waste by type and disposal method [306-3]
- Occupational Health and Safety
  - Hazard identification, risk assessment, and incident investigation [403-2]
  - Work-related injuries [403-9]

**Sustainability Targets**

The following 2022 performance data included within Woolworths' Sustainability Targets and commitments as contained in the People, Planet and Product sections within the 2022 Sustainability Report and the 2022 Sustainability Report Appendix:

- People
  - 'Severity rate of health and safety incidents' on page 23 of the 2022 Sustainability Report
- Planet
  - 'Category 1 Purchased Goods & Services: Scope 3 greenhouse gas emissions' on page 36 of the 2022 Sustainability Report
  - 'Scope 1 and 2 greenhouse emissions and reductions against 2015 baseline' on pages 4, 14, 34, and 35 of the 2022 Sustainability Report
  - 'Electricity source (MWh)' on page 2 of the 2022 Sustainability Report Appendix
- Product
  - 'Proportion of customer sales > 3.5 Health Star Rating' on pages 8 and 46 of the 2022 Sustainability Report
  - 'Virgin (new) plastic packaging reductions'
    - 'annual reduction' on pages 8 and 49 of the 2022 Sustainability Report
    - 'absolute and % cumulative removed from baseline' on pages 14 and 49 of the 2022 Sustainability Report
  - Progression towards sustainable sourcing product commitments
    - 'Tea, coffee, cocoa, and sugar' on pages 15 and 52 of the 2022 Sustainability Report
    - 'Soy and Food palm (kernel) oil' on page 53 of the 2022 Sustainability Report
  - Progress on sustainability sourced ingredients in own brand products
    - 'Tea, coffee, and cocoa' on page 52 of the 2022 Sustainability Report

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](http://www.woolworthsgroup.com.au)



## Assurance report

### 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.

### WOOLWORTHS' RESPONSIBILITIES

The management of Woolworths 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 Woolworths' 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 2022 Sustainability Report;
- Review of Woolworths' process to identify and determine material issues to be included in the 2022 Sustainability Report with examination of underlying assessments and evidence on a sample basis;
- Inquiry with a selection of Woolworths executives and senior management, including Woolworths' 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 Woolworths management responsible for selected FY22 GRI Universal Standards, GRI Topic Standards, and Sustainability Targets 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 2022 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 Woolworths 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 Woolworths or for any purpose other than that for which it was prepared.



## Assurance report

### MATTERS RELATING TO ELECTRONIC PRESENTATION OF INFORMATION

It is our understanding that Woolworths may publish a copy of this report on their website. We do not accept responsibility for the electronic presentation of this report on the Woolworths 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 Woolworths website is beyond the scope of this engagement.

*Deloitte Touche Tohmatsu*

DELOITTE TOUCHE TOHMATSU



PR Dobson  
Partner  
Chartered Accountants  
Sydney, 18 August 2022

# 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 is responsible for reviewing, appraising and approving our Sustainability Plan 2025, its targets and material investments to manage actual or potential impacts to the Group. The Board does so on recommendation from its Sustainability Committee (SusCo). SusCo reviews and monitors performance against our strategy and targets. The CEO and Executive Committee, including the Chief Sustainability Officer, have accountability for the implementation of our strategy, and report progress to SusCo quarterly. SusCo 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](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.



## Corporate Governance

### TRANSPARENCY AND REPORTING

Woolworths Group 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 2022 Sustainability Report has been prepared in accordance with the GRI Universal Standards. More information can be found in the GRI Index starting on [page 16](#) of the 2022 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 National Global Compact (UNGC). The 2022 Sustainability Report Appendix [page 15](#) details our approach to the UNGC core values.

# Industry associations

## 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 Business Council of Australia 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 that may not always be 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 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 our Woolworths Group Sustainability Plan 2025 goals and commitments.

	BUSINESS COUNCIL OF AUSTRALIA	AUSTRALIAN INDUSTRY GROUP	AUSTRALIAN RETAIL ASSOCIATION
<b>Involvement</b>	Member/Committee/Working Groups	Member/Working Groups	Member/Working Groups
<b>Core Activity</b>	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
<b>Contribution</b>	<ul style="list-style-type: none"> <li>• Membership fee</li> <li>• Non-financial contributions to projects of strategic relevance e.g. Strong Australia campaign</li> </ul>	<ul style="list-style-type: none"> <li>• Membership fee</li> <li>• Technical advice on key policy issues</li> </ul>	<ul style="list-style-type: none"> <li>• Membership fee</li> <li>• Technical advice on key policy issues</li> </ul>



## Stakeholder engagement

Stakeholder engagement is an always-on activity across the organisation in both formal and informal settings. Listed below are the key stakeholder groups, the core topics that they raise with the Woolworths Group and a sample of responses to these topics.

STAKEHOLDERS	KEY TOPICS RAISED	HOW WE ENGAGE	HOW WE RESPOND
<b>Investors and shareholders</b>	Climate change Organisational resilience Corporate conduct, ethics, integrity and transparency Responsible service of alcohol, tobacco and gaming Human rights and Indigenous affairs	Investor roadshows Analyst briefings Via Investor Relations team Meetings with shareholder advocacy groups	Value creation plan is shown on page 4–5 of the Annual Report showing how we create value TCFD position is shown on page 53–57 of the Annual Report and on page 32 of the Sustainability Report showing our position on financial disclosures in relation to climate change Material risks on page 44–52 of the Annual Report Publication of annual Modern Slavery Statement Broadly our response to these issues is contained within our Sustainability Plan 2025 which is reviewed and may be refined each year in our strategic review process
<b>Customers</b>	Engagement with customers on sustainability Climate change Natural resource use, waste and circular economy Access to healthy, affordable food Community impact Responsible service of alcohol, tobacco and gaming	Online and social media campaigns Customer feedback surveys and research Customer hub interactions via phone, chat and email	Packaging and other changes to reduce plastics Training our team members in standards, policy and processes Upgrading product range and knowledge Listening to and responding to feedback received via the Customer Hub Targeted campaigns such as Price Dropped on healthier products Provision of recycling points in-store for soft plastics and batteries in supermarkets and toys in BIG W stores Focus on food waste and diversion to food rescue, animal feed or organics recycling Enhancing data privacy controls and data management and protection practices Business target for giving back to the community currently at >1% of EBT Improving product information such as Health Star Ratings and environmental certifications Broadly our response to these issues is contained within our Sustainability Plan 2025 which is reviewed and may be refined each year in our strategic review process
<b>Suppliers</b>	Supply chain sustainability Regenerative agriculture Human rights Natural resource use, waste and circular economy	Direct contact via category managers Collaborative forums and conferences Vendor development programs Voice of Supplier surveys Grievance mechanisms	Transparent supplier trading terms policy Responsible Sourcing Policy & Standards Access to development funding programs such as 'Dairy Innovation Fund' Setting animal welfare standards and working alongside partnerships across the supply chain to improve conditions Collaboration on agreed priority areas of opportunity such as packaging and health Relevant on pack communications and messaging Modern Slavery reporting

## STAKEHOLDERS ENGAGEMENT (continued)

STAKEHOLDERS	KEY TOPICS RAISED	HOW WE ENGAGE	HOW WE RESPOND
<b>Team Members</b>	<p>Team member wellbeing</p> <p>Future of work and workforce transition</p>	<p>Voice of Team (VOT) surveys</p> <p>Direct feedback through management lines</p> <p>Benchmarking comparisons</p> <p>Town halls and other engagement sessions</p>	<p>Wellbeing across physical, mental, financial, social and community aspects is a core feature of our support to team. We have policies, procedures as well as onboarding and induction training to support all team members be safe. Mental health is a particular focus area of work across the business.</p> <p>An investment of \$50 million over three years was announced in 2021 targeted to upskill and reskill team members especially in technological advances over the coming years</p>
<b>Communities</b>	<p>Community impact</p> <p>Corporate conduct, ethics, integrity and transparency</p> <p>Responsible service of alcohol, tobacco and gaming</p>	<p>Community engagement activities</p> <p>Partnerships, communication and collaboration with non-governmental organisations (NGOs) and peak representation bodies</p>	<p>Effective use and investment with our community partnerships and programs</p> <p>Actions on issues that are raised such as setting waste reduction or water efficiency targets</p> <p>Listening to and building relationships with Indigenous communities</p> <p>Acknowledging when the Group has not met community expectations and taking positive steps to remediate and resolve</p> <p>Setting and maintaining high standards on areas of concern such as alcohol in communities and community specific initiatives such as free fruit for kids</p>
<b>Government/ regulators/ NGOs/industry associations</b>	<p>Corporate conduct, ethics, integrity and transparency</p> <p>Responsible service of alcohol, tobacco and gaming</p> <p>Climate Change</p> <p>Natural resource use, waste and circular economy</p>	<p>Engagement through collaborative forums</p> <p>Dedicated Government Relations team</p> <p>Reporting</p> <p>Partnerships</p> <p>Individual meetings and briefings</p> <p>Conferences</p>	<p>Industry leadership at scale on issues such as single-use plastics and packaging.</p> <p>Alignment to National Packaging Targets</p> <p>Continuity of service including being recognised as an essential service to the community especially during COVID</p> <p>Accepting accountability when expectations have not been met and taking appropriate actions to remedy</p> <p>Contributing to thought leadership and actively promoting and supporting initiatives around the circular economy and recycling broadly</p> <p>Reducing our environmental impacts through emission reductions, waste reductions and stewardship of land and waters</p> <p>Support for responsible and sustainable supply of commodities and respect for workers across the global supply chain</p> <p>Submissions to government bodies and reviews</p> <p>Contribution to networks and working groups such as TNFD</p>



# Our 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.



## 2022 Modern Slavery Statement

Outlines the progress we have made to identify, manage and mitigate the specific risks of modern slavery in our operations and supply chain.

Click here to find the report on our website



## 2022 Sustainability Report

Shares our F22 performance and progress on our sustainability goals and commitments.

Click here to find the report on our website



## Sustainability Plan 2025

Our program of positive change incorporating our goals and commitments across three pillars: our people, our planet and our products.

Click here to find the report on our website



## 2022 Annual Report

Read about our F22 performance and our progress on our strategic priorities as part of our transformation into a more focused food and everyday needs retail ecosystem.

Click here to find the report on our website



## Corporate Governance Statement

Our Corporate Governance Statement describes our corporate governance framework, including key policies and practices for the F22 financial year.

Click here to find the report on our website



For more on our approach to sustainability visit our website  
[woolworthsgroup.com.au](https://www.woolworthsgroup.com.au)

# Company directory

## Registered Office

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## Auditor

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**Web:** [www.deloitte.com.au](http://www.deloitte.com.au)

## Woolworths Group Sustainability

### Alex Holt

Chief Sustainability Officer

We encourage you to contact us if you have feedback or questions at  
[sustainability@woolworths.com.au](mailto:sustainability@woolworths.com.au)



