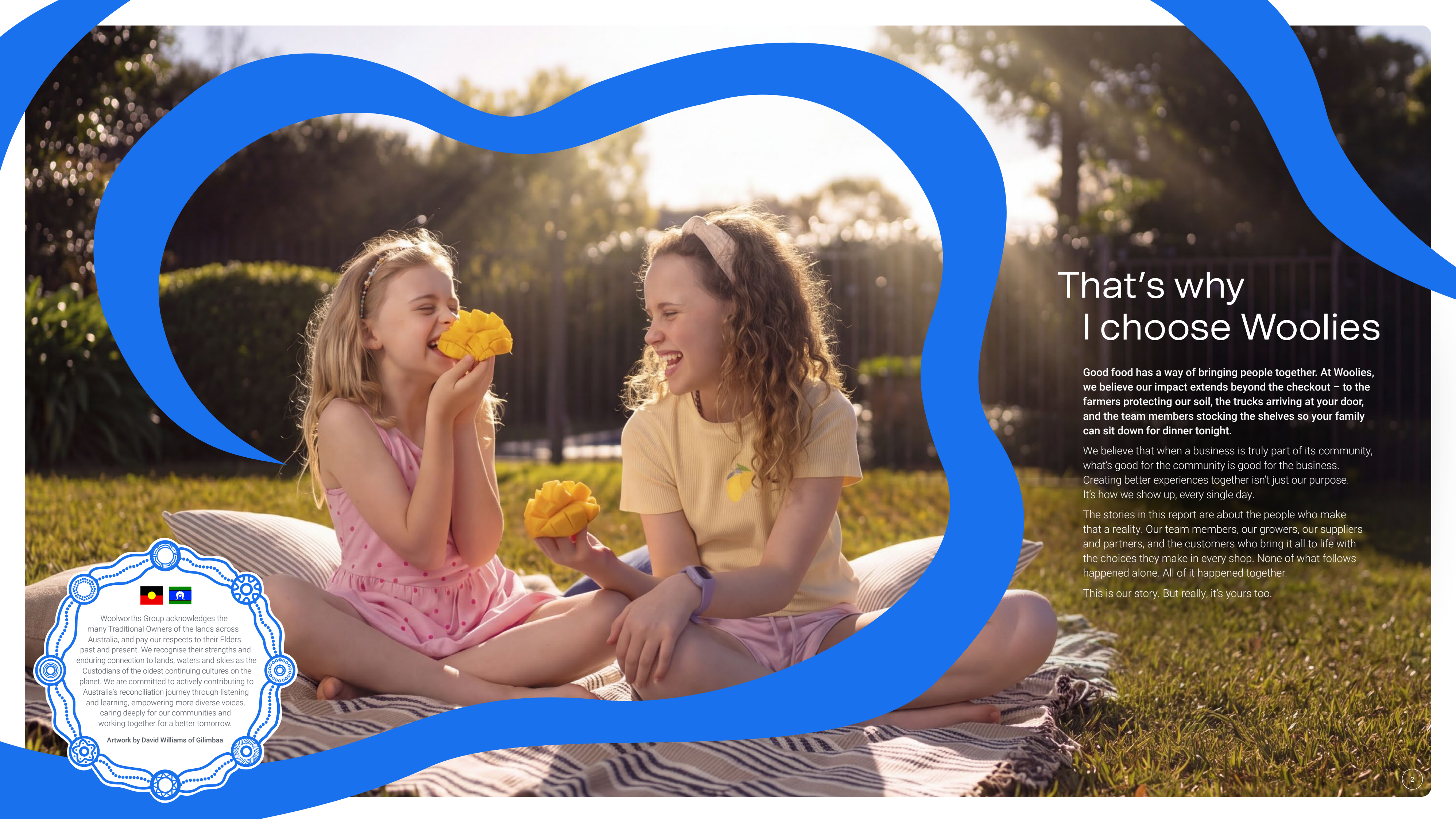




Everyday Impact

Woolworths Group
2026 Impact Report





That's why I choose Woolies

Good food has a way of bringing people together. At Woolies, we believe our impact extends beyond the checkout – to the farmers protecting our soil, the trucks arriving at your door, and the team members stocking the shelves so your family can sit down for dinner tonight.

We believe that when a business is truly part of its community, what's good for the community is good for the business. Creating better experiences together isn't just our purpose. It's how we show up, every single day.

The stories in this report are about the people who make that a reality. Our team members, our growers, our suppliers and partners, and the customers who bring it all to life with the choices they make in every shop. None of what follows happened alone. All of it happened together.

This is our story. But really, it's yours too.



Woolworths Group acknowledges the many Traditional Owners of the lands across Australia, and pay our respects to their Elders past and present. We recognise their strengths and enduring connection to lands, waters and skies as the Custodians of the oldest continuing cultures on the planet. We are committed to actively contributing to Australia's reconciliation journey through listening and learning, empowering more diverse voices, caring deeply for our communities and working together for a better tomorrow.

Artwork by David Williams of Gilmibaa

Our vision & long-term resilience

“Our teams and partners are achieving meaningful progress every day. That’s why we have optimism for the future. Together, our collective impact will shape a better tomorrow.”



Amanda

Amanda Bardwell
CEO, Woolworths Group

We are a forward-looking business. In retail, every day ahead of us is a new opportunity to improve on the day before. Our purpose keeps us striving towards a better tomorrow in everything we do.

However, our shared future is undoubtedly complex. The world we live in – and the environment our food system relies on – is changing rapidly. From cost-of-living pressures and global economic shifts, to the extreme weather events that regularly test our local communities and farmers, what was once exceptional is becoming routine.

That’s why sustainability belongs at the heart of how we run our business. Not only is it the right thing to do, but it strengthens our food security and economic resilience. Both are critical for our business in the long run.

Our new 2030 Sustainability Plan is focused on the real impact we can make today to invest in our shared future. We’re partnering with

our horticulture suppliers in safeguarding the rights of workers, and supporting the 1,750+ Australian farming families who supply us. We have transitioned to renewable electricity and are partnering with our suppliers to help them build resilience, while reducing emissions in our supply chain. And we continue to remove unnecessary plastics from our packaging, while helping customers recycle soft plastics through collection points across more than 700 stores. These are just some of our steps today towards a more sustainable and resilient tomorrow.

Behind every data point in this Impact Report is a human story – our store teams saving food from going to waste piece-by-piece every day, producers innovating to grow more food by looking after their land, and our customers making everyday choices that help drive collective change.

Did you know?
We partner with 1,750+ Australian farming families, power our stores with 100% renewable electricity, and turn surplus food into millions of community meals.



Our delivery & blueprint



Did you know?
As part of our 2030 Sustainability Plan we have prioritised five key missions. With all goals working towards F30 unless otherwise referenced. Read our full plan [here](#) >



We are committed to having a real, positive impact. For our teams across Woolies, it's about taking complex global challenges and turning them into practical, everyday actions that make a tangible difference in our stores, in our supply chains, and in the communities we serve.

This Impact Report moves beyond our sustainability data and metrics, and answers a more important question: so what?

The answer is found in the everyday outcomes that matter most: protecting our natural environment, giving materials a second life, actively protecting the people who make our products, building inclusive communities, and making healthier food more affordable for families.

"It is about taking complex global challenges and turning them into practical, everyday actions that make a tangible difference in our stores, in our supply chains, and in the communities we serve."

Six months into our new 2030 Sustainability Plan, this report brings our story to life. Our new plan recognises that issues like climate, nature, and human rights are deeply interconnected. This requires us to navigate grey areas and build steady partnerships across our supply chain to make a meaningful difference.

This report is a testament to the thousands of Woolworths Group team members who make this real every day – from the buyers making responsible sourcing decisions to the store teams who passionately lead our community and recycling programs.

We are proud of the momentum we're building. I invite you to read the stories within this report, to ask questions, and to join us as we continue the challenging but vital work of creating a better tomorrow.

Simon

Simon Lowden
Chief Group Public Affairs,
Communication and Sustainability Officer

About this report

This Impact Report contains forward-looking statements. These statements 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. They are, by their nature, subject to significant uncertainties, many of which are outside Woolworths Group's control. Actual results, circumstances and developments may differ materially from those expressed in this report and readers are cautioned not to place undue reliance on these forward-looking statements. Forward-looking statements should be read in conjunction with, and are qualified by reference to, the expectations, judgements, assumptions, estimates and other information and risk factors, referred to above. This report also includes information derived from third-party data sources which have not been verified by the Group. The Group makes no representation or warranty as to the currency, accuracy, reliability or completeness of such information in this report.

How we think about Impact



“Woolworths isn’t just collecting soft plastics; their scale and ongoing investment in our recycled building materials creates the real end markets needed to transform waste into valuable resources.”
~ **Paul Charteris**, CEO, saveBOARD



“We’re not just watching the future of transport; we’re driving it. Our investment in electric heavy vehicles and rail is a key step in our commitment to sustainable deliveries for our customers.”
~ **Ben Newton**, GM Strategy and Partnerships, Primary Connect



“All three of my kids love the free fruit for kids at Woolies and my little one loves choosing her own fruit. I have peace of mind knowing it’s a healthy snack for them and keeps them occupied while I’m shopping for the family.”
~ **Danielle Hickman**, Customer

Real impact isn’t just measured in numbers; it’s built by people. It shows up in the simple choices, partnerships, and daily actions that help our customers and communities.

That’s why I choose Woolies



“Australian agriculture is vast and complex, so respecting human rights can’t just be a static policy, it requires active partnerships. I’m proud to work alongside our suppliers to drive transparency and champion care for everyone in our supply chain.”
~ **Alex Doyle**, Sustainability and Strategic Sourcing Lead – Fruit and Vegetables



“Throughout my 25-year journey from a part-time team member to Group Management, I’ve learnt that when unique voices are valued, anything is possible. My purpose as a leader is to build on that foundation by nurturing talent and creating a culturally safe runway for the next generation of First Nations leaders to thrive.”
~ **Michael Ponsonby**, Group Manager (Proud Yuiin man)



“Real change takes committed partners who share our vision. Over a decade, Woolworths has helped us deliver 120 million meals nationwide – providing not just nourishment, but dignity, care, and hope to everyday Australians.”
~ **Ronni Kahn**, Founder, OzHarvest

How our impact adds up

Real impact is measured by how our actions deliver everyday outcomes – like powering stores with renewable electricity, making recycling accessible, and getting good food to the families who need it most. Delivering this requires active leadership and a shared effort across our supply chain. By focusing our scale where it makes the biggest difference, we are strengthening both our communities and our business for the long run.

209k

direct team members serving our local communities

\$8.8B

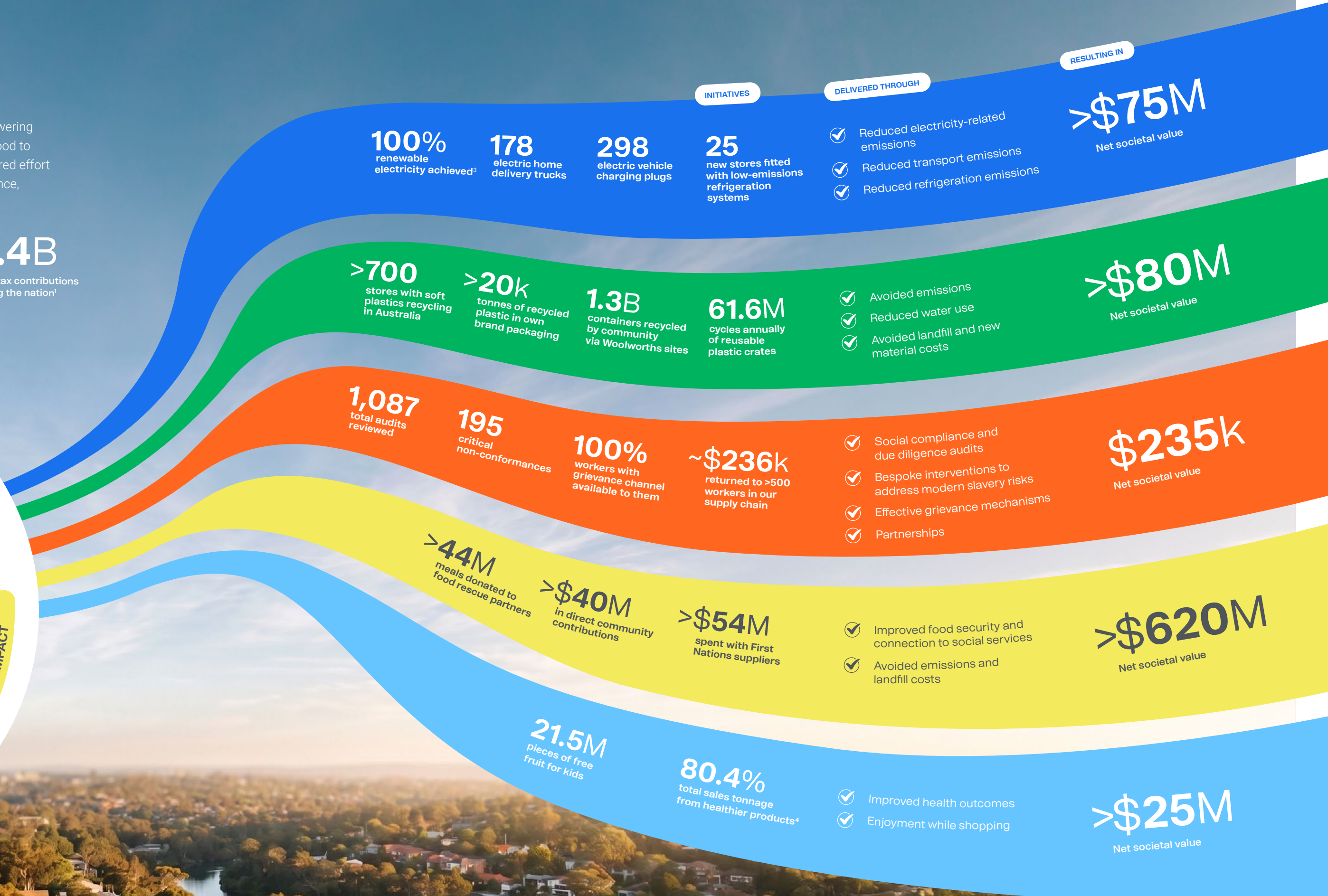
in wages supporting our team members' livelihoods

\$15B

in direct value added to Australia's economy

\$1.4B

in annual tax contributions supporting the nation's



1. In the 2025 financial year the Woolworths Group paid \$1.4bn in taxes to Australian State and Federal Governments. 2. Net societal value translates sustainability initiatives into a dollar estimate of their tangible benefit to society. The integrity of this work is supported by the expertise of Oxford Economics and their use of Australian, New Zealand and international peer-reviewed literature, published literature and government guidelines on each impact area. Human rights falls outside the scope of the Oxford Economics analysis. Impact in human rights is measured in terms of the financial value remediated to workers in our supply chain as part of our Human Rights Program. 3. Green electricity supply is achieved through a combination of on-site solar generation, renewable electricity contracts leveraging a mix of wind and solar, and the acquisition and surrender of large-scale generation certificates (LGCs) to match remaining electricity consumption from the electricity grid, in line with RE100 guidance. 100% renewable electricity has been achieved from the end of December 2025 onwards. 4. Calculated based on sales tonnage across Australian and New Zealand Supermarkets and Metros. Healthier products include all nutritious products as defined by Australian and New Zealand Dietary Guidelines, and all discretionary products ≥3.5 Health Star Rating.

Powered by 100% renewable electricity

From the lights above our fresh produce, to the checkouts at BIG W and the cool rooms in our distribution centres, your shopping experience is now powered by 100% renewable electricity.⁵

A milestone a decade in the making, this covers every supermarket, BIG W store, distribution centre, and office across Australia and New Zealand.

It is a commitment that reflects our scale. We operate as a significant user of Australia's electricity grid, making up roughly 1% of total consumption. To shift that footprint, we relied on a mix of rooftop solar, long-term energy contracts, and large-scale generation certificates.

We prioritised partnerships with providers building new infrastructure. By supporting projects like Bango Wind Farm, we have helped add genuine, new renewable capacity to the grid.

Achieving 100% renewable electricity across our operations is equivalent to powering more than 350,000 households for a year, reducing emissions while creating 2,120 jobs across Australia.

5. Green electricity supply is achieved through a combination of on-site solar generation, renewable electricity contracts leveraging a mix of wind and solar, and the acquisition and surrender of large-scale generation certificates (LGCs) to match remaining electricity consumption from the electricity grid, in line with RE100 guidance. 100% renewable electricity has been achieved from the end of December 2025 onwards.

Partnering for a sustainable food future

A healthy planet is the foundation of the food on your table. Climate change and nature loss directly impact the availability of the fresh food we all rely on. To protect our food future, we are working closely with our suppliers and over 1,750 farming families to support sustainable food systems.

Our supplier network offers a powerful opportunity to drive this change – helping us work towards net zero by 2050, positive action on nature by F30, and uphold high standards of animal welfare. By collaborating with industry and government to reduce our collective impact, we're enabling reliable and affordable food production.

This means the climate, nature, and animal welfare outcomes we support on the farm, flow directly into the products you find on our shelves.

For more information, see our [Annual Report](#) and [Nature Action Plan](#).

Key milestones



45%

operational emissions reduced vs F23



100%

renewable electricity achieved



178

electric home delivery trucks on the road



100%

own brand canned tuna Marine Stewardship Council certified



Backing farmers for generations

Australia's fresh food system is built on the hard work of our farmers. We believe that to build a stronger, climate-resilient food system, we have to stand behind the people growing our food. Through generational relationships with more than 1,750 meat farming families, we help provide the stability to plan ahead and confidently invest in their farms.

The Minoru Partnership is a perfect example of what happens when farmers have that stability. Working with us directly for over three years, they've invested in their operations. As partner Wal Stranger notes: *"Backed by a long-term supply agreement, we've invested heavily in purpose-built infrastructure. The certainty of year-round contracts gives us the confidence to specialise and scale our lamb operation efficiently, continuing our Woolworths partnership to consistently produce high-quality, sustainable lamb for Australian consumers."*

Our support goes beyond just contracts; it's also about practical innovation. We are partnering with Ruminati – a farm-led tech company – to give our producers simple, clear data on their emissions. This helps them make informed, real-time decisions about their farming practices without being overwhelmed by reporting. It's all part of our commitment to support the farmers who continue to deliver quality produce to our shelves, today and into the future.

Did you know?

This year we've more than doubled our electric home delivery fleet. With 178 electric trucks now on the road, that's equal to removing more than 1.5 million litres of diesel every year.



Your delivery, now with a smaller footprint

Since our electric delivery trucks quietly first rolled into Australian neighbourhoods in 2021, we've been working to make your weekly deliveries a little better for the planet.

Today we have 178 electric home delivery trucks on Australian and New Zealand roads, more than doubling our fleet of 75 from last year. Each truck is charged overnight using the same renewable electricity that powers our stores, reducing our last-mile emissions. Transitioning these trucks is equivalent to removing more than 1.5 million litres of diesel every year. It means your groceries arrive with a significantly smaller environmental footprint, helping to improve air quality in the communities where you live and shop.

"If the land is healthy, the animals are healthy. Farming isn't something you do for a year or two. Every decision is about what the land will look like for the next generation."

Tess Herbert, cattle producer from Central West NSW



Meet Tess Herbert

A sixth-generation cattle producer from Central West NSW, Tess and her husband Andrew run Gundamain Pastoral Co., recognised as the 2023 Australian Farmers of the Year. A Woolies supplier for 20 years, Tess and her family know the value of a steady partnership and this connection has helped champion practical approaches that support both productive farming and environmental stewardship such as rotational grazing and cover crops.

[PLAY VIDEO ▶](#)





Caring for land and animals

Animal welfare is important to us, and we know it matters to you. The meat on our shelves starts with farmers who care for the land and animals. Our grass-fed beef is raised without artificial growth hormones, our fresh chicken is RSPCA Approved in Australia, and SPCA in New Zealand, and our own brand shell eggs have been cage-free since 2022.

In New Zealand, all our Woolworths own brand fresh pork is free farmed or free range. In Australia we are partnering with SunPork to move away from conventional crates. Their innovative ‘maternity ring’ design is confinement-free, letting sows move naturally while keeping piglets safe. Committed to industry-wide adoption, SunPork has shared the Maternity Ring research and resources with other pork producers through training and partnerships. As SunPork CEO Dr. Robert van Barneveld says: *“I don’t think you can use welfare as a marketing tool. If there’s a genuine welfare benefit, we have an obligation to make sure every animal has access to it.”*

Healthy animals rely on healthy habitats. We’re looking after the land for the next generation, working to source ingredients like beef, soy, palm oil, and cocoa through deforestation-free practices.



Trialling innovative climate solutions

Out on open Australian pastures, we are preparing for a small change that could make a massive difference. We are partnering on a trial of SeaFeed, a native Australian supplement dispensed through solar-powered troughs. Studies show it can cut methane by up to 80% in feedlots, while making cattle healthier and more productive at the same time.

Science doesn’t scale alone. That’s why we are co-investing alongside Sea Forest, DIT AgTech and Teys Australia on this trial scheduled to commence in late 2026. By testing how this supplement performs in real-world, open pastures, our aim is to share these practical learnings so this innovation can become an everyday reality.

“Customers trust us to bring the best fresh Australian beef to their dinner plates. That is why we are investing in real innovation – a scalable, science-based solution that lowers supply chain emissions while delivering practical benefits for our producers and processors.”

Justin Nolan, Director, Woolworths Meat

Our Climate & Nature Goals

- | | | | |
|----|--|----|---|
| 01 | Reduce absolute scope 1 and 2 GHG emissions by 80% by F30, from a F23 base year ⁶ | 04 | Continuously improve our sustainable sourcing through commodity-specific plans |
| 02 | Reduce absolute scope 3 GHG energy and industrial emissions by 55% by F33, from a F23 base year ⁶ | 05 | Drive positive animal welfare outcomes through continuous improvement of our standards |
| 03 | Reduce absolute scope 3 FLAG GHG emissions by 40% by F33, from a F23 base year ⁶ | 06 | Transition to deforestation-free sourcing across primary deforestation-linked commodities |

Our Progress

- | | |
|-------------------|---|
| What we achieved: | <ul style="list-style-type: none">Powered our operations with 100% renewable electricity.Reduced our operational emissions by 45% vs F23.Achieved Marine Stewardship Council (MSC) certification for 100% of our own brand canned tuna.Implemented our no-deforestation policy; actively monitoring beef, soy, palm oil, cocoa paper, pulp and timber. |
| What we learnt: | <ul style="list-style-type: none">Reducing supply chain emissions and protecting nature requires collective action from suppliers, industry, and government.Improving animal welfare requires continuous effort to address inherent challenges.Our supplier collaboration reveals a need for greater commercial availability of deforestation-free commodities and stronger traceability. |

Did you know?

Every Woolworths own brand egg is cage-free, and the egg ingredients in our own brand products are now more than 93% cage-free.

Need to charge? We’ve got you

For many regional Australians, switching to an electric vehicle (EV) means one question, “where do I charge?” Together with our partners, we’re helping answer that.

While we now have 298 EV charging plugs available to our customers across Australia and New Zealand, we know this infrastructure can’t stop at the city limits. That’s why we’re focusing on expanding our EV charging network beyond cities into regional NSW towns. Working with strategic partners and backed by NSW Government’s destination charging grant program, we’ve brought chargers to six regional stores over the past twelve months, with an additional two planned. Customers can plug in while they shop, and earn Everyday Rewards points each time they charge. Powered by 100% renewable electricity, our network supported over 20 million low-emissions kilometres last year alone. To put that in perspective, that’s enough to drive around the coast of Australia 1,400 times.



6. Target validated by the Science Based Target Initiative (SBTI). For further details regarding our climate targets, see our Sustainability Report within our Annual Report.

Giving soft plastics a second life

When you pick up a loaf of Woolworths own brand bread today, the bag is made with 30% recycled plastic. It's a direct result of the soft plastics you recycle with us – meaning the pasta bags, chip packets and other soft plastics you return are actively being remade into new products.

Getting recycling right matters, so we're helping rebuild a system you can trust. Through Soft Plastics Stewardship Australia, we're partnering with retailers and major brands to keep what you drop at our in-store collection points out of landfill.

What started with just five Woolworths stores in February 2024 has now grown into a recycling network of over 700 locations, with customers returning more than 50 million pieces of soft plastics. That's 415,000 kilograms of material given a second life by our recycling partners saveBOARD, iQRenew and Plascrete. Today, you'll see green speckled saveBOARD wall panelling in the fit-out of over 170 Woolworths supermarkets. And your plastics might be transformed into a fresh bread bag using the mass balanced approach⁷, ready for your next loaf. As Paul Charteris saveBOARD CEO, puts it: *"It's proof that circularity works when everyone plays their part."*

More than 50 million pieces of soft plastic returned across 700+ stores and kept out of landfill since February 2024

Recover. Remake. Reuse.

When you unpack your weekly shop, you have the food your family needs, and the packaging it took to get it there safely. For a long time, the world of fast moving consumer goods has operated on a simple line: make it, use it, and throw it away. We know that has to change.

So we're working towards something different – a circular approach where the packaging and the food that flows through our stores gets recovered and given a second chance.

We're doing this in three connected ways: rethinking how products reach our shelves, finding smarter solutions inside our stores, and making it easier for you to recycle as part of your everyday shop.

Rebuilding these systems is a complex challenge, and progress isn't always a straight line. The collapse of the REDcycle program exposed a critical gap in our national recycling infrastructure, proving that none of this is possible alone. But by partnering with our suppliers, the wider industry and local communities, we are committed to turning today's waste into tomorrow's resource.

[PLAY VIDEO ►](#)

Key milestones


31%

average of recycled content in our own brand plastic packaging


>700

stores with soft plastics recycling reaching 68% of the Australian population


87.5%

food surplus repurposed


1.3B

containers recycled


61.6M

cycles annually of reusable crates



Turning empty containers into checkout savings

When seven-year-old Kaiden saw people spending Christmas alone, he set out to help fund his local Leeton Community Christmas Lunch. Collecting empty containers in a trailer with his dad, they returned them at their Woolworths-partnered Return and Earn machine, raising \$1,600 to supply festive meals and gifts for 100 locals.

Across 400 Woolworths affiliated depots and car parks, it's people like Kaiden who are making the real difference. Last year alone, these simple recycling efforts helped return \$130 million to customers and communities. In the process, we recycled 1.3 billion containers with our partner TOMRA, a volume large enough to fill approximately half of the Melbourne Cricket Ground.

Redeeming your recycling vouchers at the checkout is a simple way to save on your weekly grocery shop, and it's part of our shared effort to make recycling easy and accessible. By working together, we are keeping these valuable resources in continuous use and building a cleaner environment for tomorrow.

Less plastic in your pantry

When you reach for our own brand vegetable oil, you are picking up a bottle that was designed to leave a lighter footprint. By rethinking how we package this everyday staple, we have started shifting our range to bottles made of 100% recycled plastic. We also successfully 'light-weighted' the larger sizes to reduce the overall amount of plastic needed. This effort means that across 7.2 million bottles every year, we are removing 29 tonnes of plastic entirely and keeping 318 tonnes of virgin plastic out of circulation. It is proof that small design changes to everyday items can drive massive results.



The crate that keeps giving

Most fresh fruit and veg in your trolley started its journey in a crate. For a long time, that crate was a single-use cardboard box. Now, increasingly it's a reusable plastic crate, made in Australia from 45% recycled material, and built to be used up to 140 times, then recycled.

Together with our produce, meat and poultry suppliers in Australia we've replaced 61.6 million single-use cardboard boxes a year. As a result, we are saving up to 25,000 tonnes of emissions and 255 million litres of water annually, enough to fill almost 100 Olympic swimming pools. In New Zealand, over 90% of our domestic produce is supplied in reusable crates.



Play it forward

When you drop off a toy at BIG W, you're passing on the play. Together with the Salvation Army, we've shifted from recycling to giving toys a second life. Today, 56% of donations reach Salvos stores, re-homing over 100 tonnes of toys last year and bringing joy to families who need it most. And for the plush and electronic toys that can't be re-homed, we work with partners to make sure they are safely recycled.



Our Waste & Circularity Goals

- 07 Repurpose more than 90% of our Group's food surplus
- 08 Continue to transition own brand plastic packaging to include an average 30% recycled content

Our Progress

What we achieved:

- Diverted 87.5% of food waste from landfill, up from 83.5% in F25.
- 31% average of recycled content in our own brand plastic packaging
- Rolled out soft plastics recycling to >700 stores, reaching 68% of the Australian population.
- 94% of own brand packaging is recyclable.
- Processed the 11,000-tonne REDcycle stockpile by partnering with government and retailers through the Soft Plastic Taskforce.

What we learnt:

- Balancing recycled content in food-grade packaging comes with technical challenges, but we continue to safely innovate with our partners.
- Long-term solutions require industry-wide partnership and innovative solutions scalable across the entire supply chain.



Following cotton from **field to fabric**

When you pick up a new t-shirt at BIG W, you're likely thinking about the fit and the colour. You probably aren't thinking about the cotton field it came from – but we are.

Cotton supply chains are incredibly complex. Protecting them from forced labour and other human rights risks requires active leadership, not just paperwork. So when we say our cotton is Australian grown, we don't just take our supplier's word for it – we prove it.

Working with global forensic scientists Oritain, we physically test the fibres of our finished clothes, verifying their unique chemical fingerprint. Last year alone, tests confirmed our Australian origin claims with a 90% positive verification rate.

Every product is connected to a person

A farmer tending crops. A fisher at sea. A worker on a factory floor. These are the people who grow, harvest, and make the products we use every day. Their safety, livelihoods and dignity matter – because building a fairer, safer supply chain for everyone is important to us.

As one of Australia and New Zealand's largest employers, our care and relationships extend far beyond our direct team members. Our Human Rights Program is foundational to how we actively protect these workers. Over the last year, this program has guided our oversight of more than 1,080 supplier audits, helped remediate 195 critical issues, and successfully returned more than \$236,000 to over 500 workers across our supply chain.

Yet, with over 14,500 direct suppliers across the globe, our supply chain is complex and carries risk. Modern slavery is a global reality affecting an estimated 50 million people every day. It serves as a reminder that this is a very real challenge, and reinforces why we take our responsibility to uphold respect for human rights seriously.

We're moving beyond basic checklists to actively improve the daily lives of the people who make our products.

We are doing this in three connected ways: first, by using scorecards to reward suppliers who go beyond minimum compliance; second, by looking deeper than our direct suppliers to map and strengthen protections in high-risk areas further down the chain; and finally, by working side-by-side with our partners to close the living wage gap where workers are most vulnerable. This is complex, long-term work, but we believe it is an important way to build a supply chain that truly considers everyone.

For more information, see our [Modern Slavery Statement](#).

Key milestones



#1

ranked globally by KnowTheChain for second time



1st

Australian retailer to achieve Better Cotton certification



~\$236k

returned to >500 workers in our supply chain



1st

Australian retailer to join Oritain's Gold Membership

Our seventh annual **Modern Slavery Statement** offers a transparent look at our global supply chain risks and the practical actions we are taking to ensure workers' rights and livelihoods are protected.

"Empowering a woman, empowering the society."
Nagarajan Murugesan,
VP – QK3 – KPR Group



Empowering the women who make our clothes

The BIG W clothes in your wardrobe may have started with the 20,000-strong manufacturing team at Quantum Knits in India. For five years, our partnership with this KPR Group company has focused on how our clothes are produced. Who we partner with matters to us, because we believe that how a team is treated is just as important as the quality of the clothes they make.

In their 'village townships', Quantum provides safe housing and daily meals for its workforce. By removing living expenses, they help women save their income to support their families and build independent futures through education. Since 2006, thousands of women have accessed education programs, with many transitioning into careers like nursing and teaching.

As our BIG W 2025 Sustainability Supplier of the Year, Quantum proves that when a supplier prioritises its people, the benefits flow straight back into the community.

Tracing our cotton from the ground up

When it comes to sourcing cotton responsibly, we don't just want to participate – we want to set the standard. Cotton is a complex global supply chain, which is why BIG W is stepping up to lead the way for Australian retail.

We are proud to be the first Australian retailer to achieve Better Cotton certification, championing farming practices that protect the soil, save water, and ensure fair treatment for workers. This year, that commitment helped us reach a big milestone: more than 12.5 million garments sourced using traceable Better Cotton.

But true leadership means going beyond our own shelves. As the first Australian retail brand to join Oritain's Gold Membership program, we are extending our scientific testing partnership directly to our suppliers. By equipping them to verify their own supply chains, we are raising the bar across the entire industry and helping build a safer, more transparent supply chain.





Equipping our teams to protect workers

Human rights are everyone's business. When we empower our commercial teams to engage with their suppliers to understand risk, we can actively improve lives.

Horticulture relies heavily on seasonal and migrant labour. Where risks are often hidden deep in the supply chain, we support our commercial teams to spot early warning signs during day-to-day operations.

During a recent supplier visit, our team flagged concerns about worker conditions. Instead of waiting for a formal audit, they raised the issue directly with the supplier and our Human Rights team. Rather than walking away from the problem, we stayed in contact with the supplier to help fix the root issues and improve working conditions.

This shows that when our teams work hand-in-hand, we can shine a light into the deepest parts of our supply chain and support fair treatment for the people who grow our food.

Making ethical recruitment the new normal

No worker should pay for a job. It is a simple principle, but for millions of migrant workers in global supply chains, hidden recruitment fees can trap them in devastating debt before their first shift. To address a problem this deeply rooted, we are helping pioneer the global Ethical Recruitment Marketplace, alongside some of the world's biggest brands – including Mondelez International, Nestlé and Unilever.

We know quick fixes aren't enough. By bringing the right tools and global partners together, we are working to make fair, transparent hiring the new normal. Rather than tackling issues in isolation, this coalition supports vulnerable workers throughout their entire hiring journey.

No single company can fix this alone. By working together, we can raise standards for migrant workers worldwide and help make sure the products in your trolley support a fairer, safer future.



"Tackling forced labour requires the whole industry to act together. By spearheading the Ethical Recruitment Marketplace, Woolworths provides the exceptional leadership needed to protect vulnerable workers globally."

Maria Isabel Cubides Sanchez,
The Consumer Goods Forum



Meet Mardee: Protecting the people behind our products

Human rights aren't an abstract concept; they are about the real people bringing food to your table. As a Senior Responsible Sourcing Specialist, Mardee partners directly with our horticulture growers to make sure the people picking your fruit and veg are treated fairly. Rather than simply ticking boxes for compliance, she works hand-in-hand with suppliers to support workers and improve conditions on the ground. For Mardee, championing fairness and protecting livelihoods across our supply chain is simply non-negotiable.

PLAY VIDEO ►



Our Human Rights Goals

- 09 Embed a human rights supplier scorecard to assess and track progress – strengthening transparency, accountability and rewarding performance beyond minimum compliance
- 10 Improve visibility beyond direct (Tier 1) suppliers of our high risk supply chains to strengthen due diligence and embed respect for workers rights
- 11 Improve transparency and contribute towards closing the living wage gap in key high risk supply chains

Our Progress

- | | |
|--------------------------|---|
| What we achieved: | <ul style="list-style-type: none">Identified a potential modern slavery case, proving our due diligence programs work.Partnered with the Consumer Goods Forum on the Ethical Recruitment Marketplace.Expanded our Responsible Sourcing Program into tier-two Australian horticulture and non-trade operations.Achieved Better Cotton certification and Oritain verification for BIG W. |
| What we learnt: | <ul style="list-style-type: none">Because worker exploitation is interconnected, we must collaborate with global networks like the Consumer Goods Forum to drive systems change.To build a resilient supply chain, we are maturing from simply minimising harm to actively improving workers' livelihoods. |

Did you know?
Rather than walking away from suppliers when human rights risks are found, we work side-by-side with them to fix the issues and protect vulnerable workers.

More than 120M
meals delivered with
OzHarvest over the
past 11 years



Good food going further

Every Thursday, when the OzHarvest van pulls up to our Millers Junction Woolworths, in Victoria, it's a family reunion.

Team member Chanel helps load surplus food into the van driven by her mum, Tammie. Having once struggled to put meals on the table herself, Tammie now drives rescued food from our shelves to local community networks supporting families who might otherwise go without.

This same quiet act is happening every morning before the doors open at over 600 stores nationwide. Team members like Woolworths Eight Mile Plains Assistant Fruit & Veg Manager Ben, are already at the back dock sorting surplus food, treating it with the same care as a customer order.

Together with OzHarvest, we've built a strong national food rescue partnership, turning surplus food into more than 120 million meals over the last eleven years. We use our national scale to deliver good food to charities across Australia, making it possible for families to sit down to a meal that might not have been there otherwise. This is why we do what we do.

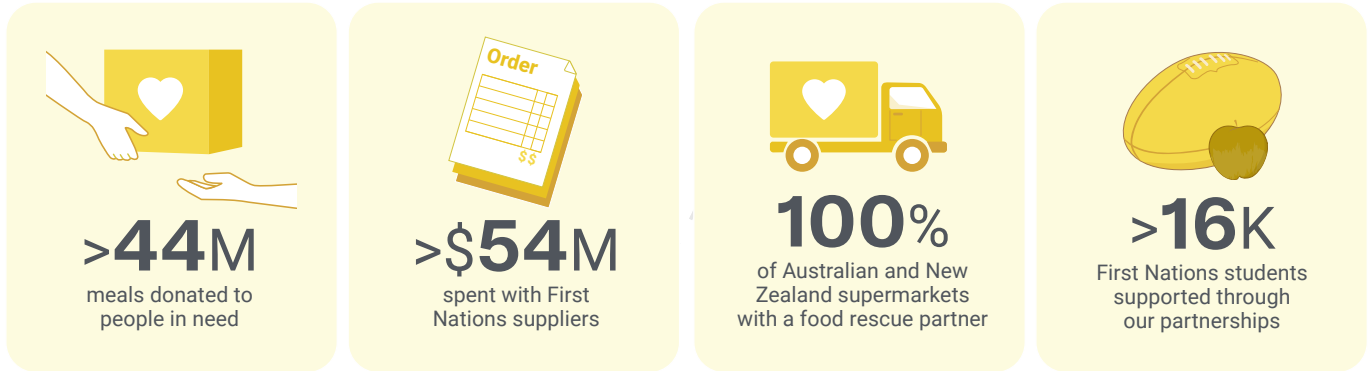
Showing up for our communities

Food has a way of bringing people together. But with one in three households in Australia and New Zealand facing food insecurity, that simple act is becoming out of reach for too many. Operating in hundreds of neighbourhoods across Australia and New Zealand, our responsibility goes well beyond simply keeping the shelves stocked. That is why we are working side-by-side with our partners – turning our national scale into local care so that good, affordable food reaches the families who need it most.

Showing up for our communities is also about making sure everyone feels welcome at the table. For us, reconciliation means engaging deeply with communities to help tackle challenges like remote food security, and building workplaces where our First Nations, Māori, and Pasifika team members truly belong. And it means investing in Indigenous businesses to help create real, lasting value for Indigenous communities.

PLAY VIDEO ▶

Key milestones



Turning spare truck space into community relief

When a Primary Connect truck has empty pallet space on a route, we put it to good use as a vital delivery network for Foodbank. Last year, on top of redirecting 64% of our surplus food, we moved 2,990 pallets of donated essentials across more than 414,000 kilometres, free of charge. To put that in perspective, that is the equivalent of driving from Sydney to Perth 106 times.

We aim to send out full trucks, but where there is spare capacity, we offer it to Foodbank on a pro bono or reduced rate basis. This is a massive shared effort. For example, we worked with Foodbank, and transport carrier partners to move generous product donations from our Moorebank National Distribution Centre in NSW all the way to Adelaide, making their way onto Foodbank warehouse shelves and regional hubs. By sharing our Primary Connect+ logistics network, we are turning empty pallets into a practical way to get essential items to the Australians who need them most.



Did you know?
From our southernmost store in Huonville, Tasmania, to our partners' stores way up north in the Torres Strait, our massive supply network ensures our own brand products reach hundreds of communities across Australia.



Bringing te ao Māori to life

In New Zealand, we advanced our journey to weave te ao Māori – the Māori worldview – into our daily rhythms at work. From introducing our Hihiri Aho Rau (a “call to action” used to open and close meetings), to opening our new stores with waiata (song) and our leadership team participating in wānanga (learning events), we are building a workplace that celebrates our unique identity and fosters belonging.

Bridging the distance for remote communities

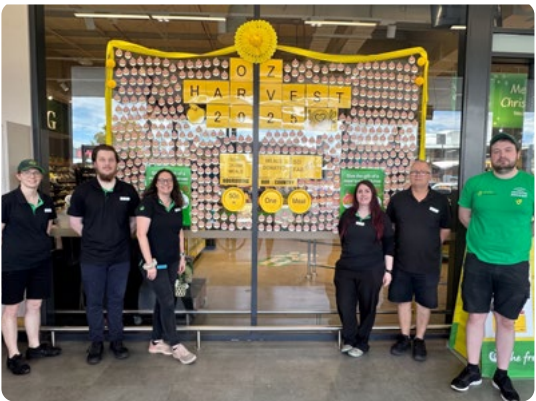
Accessing essential items and food at an affordable cost has always been a challenge in remote Australia, a reality that disproportionately impacts First Nations communities in the Northern Territory, Northern Western Australia and Far North Queensland. To help bridge the distance, we share our national supply chain, working quietly behind the scenes as a wholesale partner to local stores.

This is a long-standing commitment. Since 2020, we have partnered with remote food retailers like Community Enterprise Queensland (CEQ), Arnhem Land Progress Aboriginal Corporation, and Outback Stores to support over 100 remote locations around Australia. Through these partnerships, we are helping deliver a better shopping experience and supporting positive health outcomes.



“Our partnership with Woolworths and AGW is critical to improving remote food security. By delivering over 328,000 cartons of low-cost essential items to 113 community stores, together we are delivering meaningful cost savings and ensuring reliable access to affordable food for First Nations families across Australia.”

Michael Borg, CEO, Outback Stores



Setting the table for Christmas

By raising over \$15,000, Woolworths Wodonga became our highest fundraising store nationally for the 2025 Woolworths OzHarvest Christmas Appeal. Thanks to our generous shoppers and dedicated team, thousands of families had extra food on their table during the festive season and into 2026.

Cultivating success

Since joining Supply Nation in 2011, we've been building genuine, long-term partnerships with Aboriginal and Torres Strait Islander businesses, bringing their products to our shelves and their services into our operations. Last year, we spent over \$54 million partnering with 51 Indigenous businesses.

"A dollar spent with an Indigenous business doesn't just stay a dollar. It generates \$3.66 in economic and social value back into the Australian economy – better health outcomes, stronger education, deeper cultural connection. That's not just good business. That's a dollar doing something that matters."

Woolworths has partnered with Supply Nation for over 15 years, supporting the growth of the Indigenous business sector. Their contributions from a procurement spend perspective, as well as sector leader, have created meaningful impact on the Indigenous business sector."
Kate Russell, CEO, Supply Nation

"My grandmother baked with wattle seed, and my grandfather called our meals 'tucker', that would give us sweet dreams. That beautiful family legacy is exactly how Dreamtime Tuka was born."
Herb Smith, Founder, Dreamtime Tuka



Dreamtime Tuka

Founded by proud Wiradjuri man Herb Smith, Dreamtime Tuka brings the rich flavours of Country to Woolies shelves. Based in regional NSW and 100% Indigenous-owned, every product celebrates native Australian ingredients – and every purchase helps grow meaningful employment in the Wellington community.

~700 Locations



Lone Crow Coffee

Reimis Smith is a proud Māori, Bundjalung and Wiradjuri man, and founder of Lone Crow Coffee (LCC), now in over 500 Woolworths stores. Every purchase supports Indigenous youth mental health and our Indigenous Futures Barista Training Course for First Nations Youth, which has seen a number of young Indigenous kids participate and love the experience. LCC also planted the first Indigenous-owned coffee plantation on Bundjalung land.

~500 Locations

Investing in First Nations futures

Completing school is a huge milestone, but for many young First Nations people, finding a meaningful career is the critical next step.

Through our partnerships with the Clontarf and STARS Foundations, we have helped support over 12,000 young men and more than 4,100 young women through their education.

Now, we are evolving these partnerships beyond the classroom and into the workplace. With Clontarf academies and STARS programs often located close to our supermarkets, we are connecting with students at career days, providing mentoring, and jobs in our stores.

Our store teams get just as much out of this shared experience as the students do. Building these relationships provides our team with invaluable cultural immersions, helping us build workplaces where First Nations team members truly belong.

We cannot close the employment gap alone. But together, we are helping the next generation build futures they can be proud of.



"Our partnership with Woolworths goes far beyond educational support. By opening their doors and welcoming our young men into their teams, they are helping turn school milestones into real, lifelong careers."
Nick Jenkins, Clontarf Foundation



Building independence with Mini Woolies

To support young people with disabilities in building real-world skills, we partner with Fujitsu Oceania to bring simulated supermarkets – Mini Woolies – directly into schools and post-school providers. Complete with registers and produce displays, these spaces offer a hands-on environment to practice communication and money handling. With 25 new locations opened this past year, bringing our total to 126, the program has supported over 9,200 participants in building independence for the future.

"We see the real difference this hands-on learning makes. It gives students with disability the chance to build practical skills and confidently explore future career pathways."
Chloe Read, Managing Director of TAFE NSW

Our Social Impact Goals

- 12 Grow meals donated to people in need by 50%
- 13 Deliver our Elevate Reconciliation Action Plan & Aho Rau (te ao Māori) Strategy

Our Progress

- | | |
|--------------------------|--|
| What we achieved: | <ul style="list-style-type: none">Donated >44 million meals to people in need.Invested >\$54 million with Indigenous businesses.Streamlined our Australian supermarket food rescue operations through our national partnership with OzHarvest. |
| What we learnt: | <ul style="list-style-type: none">There are new opportunities to work with partners and suppliers to rescue more food before it even reaches stores.Simplifying our local rescue program helps us better support community charities on the ground.To overcome industry-wide challenges in retaining First Nations talent, we must increase the visibility of our First Nations leaders and continue embedding culturally safe practices so every team member feels empowered to bring their whole self to work. |

Little hands. Big habits

We have provided more than 245 million pieces of free fruit since 2015.

Walk into any Woolies and you'll find a basket of fruit waiting at just the right height. No barcode. No price tag. Just a banana or an apple, there for the taking – because every kid deserves a healthy snack.

Since launching a decade ago, Free Fruit for Kids has grown from a quiet, everyday act into a massive national initiative that's hard to imagine being without. This year alone, we proudly provided more than 21 million pieces of fruit to kids across Australia and New Zealand – apples, bananas, pears and mandarins, all sourced from our growers. That brings the total to over 245 million pieces of free fruit since 2015.

Behind every one of them is a child who reached for something fresh, and a store team and a grower who made sure it was there. It's no longer just a simple routine, but an active commitment we are leading now and into the future. Because helping the next generation build healthy habits never goes out of season.

Helping families eat well

As *The Fresh Food People*, we know that health ranks alongside price and quality as a top priority when you shop. That is why helping families eat well has to be about more than what's on our shelves – it is about providing support before, during, and after every shop. With our scale comes a shared responsibility to make healthier choices more accessible, affordable, and appealing, ensuring healthy eating feels simple and achievable for every Australian and New Zealand household.

Whether you're filtering products online for dietary needs or reaching for a healthier ready meal from the fridge, we want to make navigating those everyday decisions simpler.

Together with our in-house nutritionists and dietitians, partners and suppliers, we are investing in fresh food, practical tools and kids' programs to help build healthy habits now and into the future.

Key milestones



80.4%

total sales tonnage from healthier products⁸



>21M

pieces of free fruit for kids this year



78%

own brand products met the Australian Government Healthy Food Partnership Reformulation Targets



76%

own brand products met the New Zealand Heart Foundation Food Reformulation Targets

Did you know?

Close to 1 million Aussie kids aged five to ten have participated in Woolworths Cricket Blast and NetSetGo since 2018.



"Running Brekky Blast at Griffin State School has genuinely been one of the highlights of our year... There's nothing quite like watching students finish a morning of fun cricket skills and games, and then sit down together to share some fruit... before heading off to class..."

Jeanette Davidson,
Cricket Manager at Queensland Cricket

Kicking off the school day with Cricket Blast

At two schools in Brisbane and Melbourne this year, something different happened before the bell rang. Forty minutes of Woolworths Cricket Blast. Then breakfast – including fresh fruit, milk and toast – together.

No child should hit the classroom on an empty stomach. That's the simple idea behind Brekky Blast, trialled in Term 1 2026 with 120 participants across both schools. The trial program filled immediately, parents stayed to watch, and volunteers showed up to help.

It's the latest chapter in our eight-year partnership with Cricket Australia and nine-year partnership with Netball Australia. Together, we've helped close to 1 million Aussie kids aged five to ten get active through Cricket Blast and NetSetGo, while in New Zealand, more than 191,000 kids have taken to the court with the futureFERNs netball program since 2023.



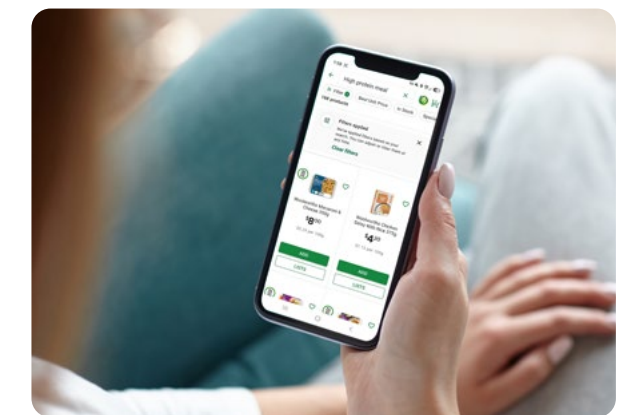
Searching made simple

Sometimes you just need the cheapest wholemeal bread. Or a high-protein meal that's on special. Or a gluten-free option that doesn't take twenty minutes to find.

To make this easier, we upgraded search on the Australian Supermarkets website and app so you can type exactly what you're looking for – in your own words – and have the most relevant results and filters appear automatically. No need to sort or filter. Just use our smart search tool to find what you need.

Our Healthier Options tool (launched in Australia, 2020) goes further, suggesting comparable products with a higher Health Star Rating on around 3,000⁹ product pages, making it easier to choose well without doing the research yourself.

We're here to make life a little easier, whether you're navigating specific dietary needs or looking for a healthier alternative. It's part of our commitment to help you discover products that are suitable for your family, every time you shop.



Taking the hassle out of meal prep

When you're trying to get a quick weeknight dinner on the table, health and convenience can often feel like a trade-off. For Celeste, one of our in-house product developers, solving that problem is a daily passion.

Working alongside our nutrition team and chefs, Celeste spent the last year in the test kitchen – tasting, tweaking, and perfecting a range of healthier meals that prove nutritious and delicious can go hand in hand. The result is our new Woolworths Balanced Nutrition and High Protein ranges. By prioritising simple, wholesome ingredients, quality protein and a variety of vegetables, we have created a range where every product achieves a Health Star Rating of 4 or above.

"For me, the true measure of success isn't just the numbers on the label," shares Celeste. *"It's the empty plate at the end of the night."* For us, it represents our commitment to making sure that eating well never has to feel like a compromise.



Product spotlight

Woolworths High Protein Creamy Cajun Chicken Bowl

This meal is a customer favourite in the new range. Packed with 35g of protein and a source of fibre, all for just 410 calories. Marinated sliced chicken breast and green beans sit on a bed of seasoned rice, providing you with a serving of vegetables in one delicious, nourishing bowl.

[SHOP HERE](#)


"Healthy eating shouldn't be complicated. My job is to look at every aisle and figure out how we can quietly remove the barriers, so eating well just becomes a little more effortless for families."

Natalie Chong, Nutritionist & Dietitian

Meet Nat, making healthier choices easier

Most of us want to eat well. But between balancing a tight budget, the kids and the Tuesday night rush, it's not always simple.

Nat is one of our Woolworths nutritionists and dietitians. Every day she works across our own brand product range, helping to improve our recipes and make our labels clearer. Nat looks for ways to make the healthier choice a little easier to reach for every kind of household, on every kind of budget.

[PLAY VIDEO ▶](#)


Did you know?

In the last 12 months, 64% of Australians report that they have sought out healthier products.¹⁰

Our Health and Nutrition Goals

- 14 Sustain >80% share of healthier products in customer baskets

Our Progress

What we achieved:

- Achieved 80.4% of total sales tonnage from healthier products.¹¹
- Launched new fresh, nutritious, and high-protein own brand ready meals.
- Upgraded our Australian Supermarkets online search to simplify finding products for dietary needs or preferences.

What we learnt:

- Improving long-term health outcomes requires collective action across suppliers, industry, health organisations, and government, working together to identify opportunities and scaling them to maximise our collective impact.
- Customers are driving demand for functional, nutrient-dense foods that must perfectly balance taste, convenience, and value.
- With shoppers increasingly prioritising ingredient integrity and less processing, transparent product labelling is essential to help them make informed, healthier decisions.

Big impact in everyday actions

Every day, millions of Australians and New Zealanders walk through our doors. Few businesses get a chance like this – at our scale – to help create a better tomorrow through our everyday actions.

In March this year, we launched our 2030 Sustainability Plan to make sure those actions count. Because sustainability shouldn't be just a corporate metric – it's how we do business. Shaped by real people every single day.

No single business can solve systemic challenges alone. Instead, by combining our presence in hundreds of neighbourhoods with the power of partnership, millions of small actions add up to real progress. It's how we're rolling out soft plastics recycling, working

side-by-side with farmers on climate action, and making healthier choices more affordable for families. We're also actively protecting the people who make our products, and increasing support to those in need through food donations.

This is a result of collective effort: our suppliers choosing to do things differently, our team members making sustainable decisions daily, and our customers turning simple everyday swaps into immense collective action.

This report is a snapshot, not a finish line. It is an invitation to join us on the journey, because when we partner with purpose, we build a stronger, more resilient community for the next generation.

"In our stores, sustainability is really about local impact. Seeing our teams commit to these daily actions to support their communities proves that small, consistent efforts are what truly build a better tomorrow."

Sam Madden
State Admin Assistant
NSW/ACT Supermarkets

Supporting
AUSSIE GROWER

For more information on Woolworths Group's performance, sustainability data, nature-related actions and key disclosures, refer to our Annual Report, Sustainability Data Pack, Nature Action Plan and Modern Slavery Statement.