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## **Background**

This policy sets out measures that Woolworths Supermarkets (Australia) and Woolworths New Zealand (trading as Countdown Supermarkets) are taking to improve the way high impact commodities are sourced to build resilience, mitigate our social and environmental impacts and ensure continued livelihoods for our farmers, workers, and supply chain of these commodities for our customers.

Woolworths Group Limited recognises its commitment to respecting the human rights of all workers in its supply chain and notes the particularly detrimental impact that unsustainable tea, coffee, cocoa and cane sugar sourcing can have on vulnerable communities, including indigenous peoples and migrant workers.

Woolworths is committed to by the end of 2025 sourcing all Own Brand Tea, Coffee, Cocoa and Cane Sugar products in an environmentally and socially responsible manner that encourages good outcomes toward the following criteria:

- Sustainable land use management,
- Biodiversity conservation,
- Natural resource conservation,
- Net-Zero Deforestation
- Improved livelihoods and human wellbeing,
- Respects traditional and human rights of workers and indigenous peoples, and
- Promotion of human rights including gender equality and protection against modern slavery, including child labour, and forced labour.

This policy supports the Woolworths 2025 Sustainability Plan by outlining minimum sourcing standards for Tea, Coffee, Sugar, Cocoa, and Cane Sugar in Own Brand supply chains to ensure procurement from low-risk sources by the end of 2025. Where this policy cannot be adhered to, an exemption will be required.

## **Policy**

This policy applies to Woolworths Supermarkets Australia and Woolworths New Zealand (trading as Countdown Supermarkets) (collectively "Woolworths").

### **Tea**

All Woolworths Own Brand products containing Tea must be from independently certified sources such as Fairtrade or Rainforest Alliance, this includes:

- Teabags
- Loose-leaf tea
- Tea as an ingredient contained in Woolworths Own Brand Products (E.g. Iced Tea)

### **Coffee**

All Woolworths Own Brand products containing Coffee must be from independently certified sources such as Fairtrade or Rainforest Alliance, this includes:

- Whole/ground/granulated/freeze-dried beans
- Machine capsules/pods (which contain ground beans)
- Powdered coffee sachets (Cappuccino/Latte)
- Coffee as an ingredient contained in Woolworths Own Brand Product (E.g. Tiramisu)

## Cocoa

All Woolworths Own Brand products containing Cocoa must be from independently certified sources such as Fairtrade, Rainforest Alliance, Cocoa Life, or Cocoa Horizons, this includes:

- Chocolate blocks (ready to eat and cooking chocolate blocks)
- Seasonal chocolate (Easter and Christmas)
- Cocoa as an ingredient contained in Woolworths Own Brand Products (E.g. Choc Chip Cookies)

## Cane Sugar

All Woolworths Own Brand sugar sold as a product must be Bonsucro or Fairtrade certified, this includes:

- Boxes/bags solely containing sugar (from sugarcane)

## Low Volume Suppliers

Suppliers of Woolworths Own Brand seasonal or core range products containing a total annual projected use of less than one metric tonne of Tea, Coffee or Cocoa must purchase certified sustainable ingredients according to the above-prescribed certifications. Low volume suppliers are not required to supply independently certified products but must purchase independently certified ingredients.

## High Volume Suppliers

Suppliers of Woolworths Own Brand seasonal or core range products containing a total annual projected use of more than one metric tonne of Tea, Coffee, Cocoa must supply independently certified products according to the above-prescribed certifications.

## Definitions

**Bonsucro:** A global membership organisation that promotes sustainable sugarcane production, processing and trade around the world.

**Cocoa Horizons:** an impact-driven program focused on cocoa farmer prosperity and helping build self-sustaining farming communities that protect nature and children. The Cocoa Horizons Foundation is an independent, non-profit organization supervised by the Swiss Federal Foundation Supervisory Authority.

**Cocoa Life:** Cocoa Life addresses the complex challenges cocoa farmers face, including climate change, gender inequality, poverty and child labour. This program works hand-in-hand with the men and women who make their living from cocoa.

**Fairtrade:** Fairtrade sets social, economic and environmental standards for both companies and the farmers and workers. For farmers and workers, the standards include protection of workers' rights and the environment, for companies they include the payment of the Fairtrade Minimum Price and an additional Fairtrade Premium to invest in business or community projects of the community's choice.

**Independently Certified Product:** Products supplied by a supplier actively meeting the certification requirements of one of the prescribed schemes in this policy.

**Independently Certified Supplier:** Supplier that is certified against the Chain of Custody standards prescribed in this policy.

**Independently Certified Source:** Where in-scope commodity can be traced to a sustainable source certified against requirements of one of the prescribed schemes in this policy.

**Own Brand** - should be read as including all own brands, category brands, and exclusive brand products where

Woolworths Group Limited serves as the Brand owner.

**Rainforest Alliance:** An international non-profit organization working at the intersection of business, agriculture, and forests to make responsible business the new normal. Aims to protect forests, improve the livelihoods of farmers and forest communities, promote their human rights, and help them mitigate and adapt to the climate crisis.