

<b>G4 Content Index - Woolworths Limited 2016</b>					
		Assured by	Deloitte		
<b>GENERAL STANDARD DISCLOSURES</b>					
<b>1. Strategy and Analysis</b>					
Profile Disclosure	Description	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
G4-1	Statement from the most senior decision-maker of the organization.	CEO's Statement: 4			
<b>2. Organizational Profile</b>					
Profile Disclosure	Description	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
G4-3	Name of the organization.	Front Cover			
G4-4	Primary brands, products, and/or services.	2016 Annual Report: 16-21			
G4-5	Location of organization's headquarters.	2016 Annual Report, Company Directory: 128			
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Scope of report: Contents			
G4-7	Nature of ownership and legal form.	2016 Annual Report: 125-126			
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Store Analysis: 54 2016 Annual Report: 30			
G4-9	Scale of the reporting organization.	Prosperity: 15 CEO's Statement: 4			
G4-10	Total workforce by employment type, employment contract, and region, broken down by gender.	Workplace Metrics: 40			
G4-11	Percentage of total employees covered by collective bargaining agreements.	Workplace Metrics: 40			
G4-12	Describe the organisation's supply chain	Prosperity: 15 Australian Food and Petrol: 19-26 Endeavour Drinks Group: 27-28 New Zealand Supermarkets: 29-32 Big W: 33-34			
G4-13	Significant changes during the reporting period regarding size, structure, ownership or supply chain	2016 Annual Report: 22-25			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Planet: 10-14	Statement on precautionary principles.	Not applicable	Woolworths does not make a specific statement on precautionary principles, but commitments to addressing climate change and deforestation are applicable.

<b>G4-15</b>	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	People: 5-9 Planet: 10-14 Community: 17-18 Australian Food and Petrol: 19-26 Endeavour Drinks Group: 27-28 New Zealand Supermarkets: 29-32 Big W: 33-34 Corporate Responsibility Governance: 44-45 United Nations Global Compact: 46			
<b>G4-16</b>	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Holds positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; * Views membership as strategic.	People: 5-9 Endeavour Drinks Group: 27-28 Big W: 33-34 Woolworths is an active member of the Consumer Goods Forum's Global Social Compliance Program			
<b>3. Report Parameters</b>					
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>G4-17</b>	All entities included in the organisation's consolidated financial statements and disclosure of any of these entities that are excluded from the report	2016 Annual Report: 118, 122			
<b>G4-18</b>	Process for defining report content.	Corporate Responsibility Governance: 44-45, Corporate Responsibility Strategy 2016-2020: 4-5			
<b>G4-19</b>	List all material aspects identified in the process for defining the report content	Corporate Responsibility Governance: 44-45, Corporate Responsibility Strategy 2016-2020: 4-5			
<b>G4-20</b>	For each material aspect, report the aspect boundary inside the organisation	Scope of report: Contents			
<b>G4-21</b>	For each material aspect, report the aspect boundary outside the organisation	People: 5-9 Planet: 10-14 Prosperity: 15-18			
<b>G4-22</b>	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	People: 5-9 Workplace Metrics: 40			

<b>G4-23</b>	Significant changes from previous reporting periods in the scope and aspect boundaries	2016 Annual Report: 22-25, 99			
<b>4. Stakeholder Engagement</b>					
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>G4-24</b>	List of stakeholder groups engaged by the organization.	People: 5-9 Prosperity: 15-18 Australian Food and Petrol: 19-26 Endeavour Drinks Group: 27-28 New Zealand Supermarkets: 29-32 Corporate Responsibility Governance: 44-45			
<b>G4-25</b>	Basis for identification and selection of stakeholders with whom to engage.	Corporate Responsibility Governance: 44-45			
<b>G4-26</b>	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	People: 5-9 Prosperity: 15-18			
<b>G4-27</b>	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	People: 5-9 Prosperity: 15-18 Australian Food and Petrol: 19-26 Endeavour Drinks Group: 27-28 New Zealand Supermarkets: 29-32 Corporate Responsibility Governance: 44-45			
<b>5. Report Profile</b>					
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>G4-28</b>	Reporting period (e.g., fiscal/calendar year) for information provided.	Introduction			
<b>G4-29</b>	Date of most recent previous report (if any).	2015 Corporate Responsibility Report			
<b>G4-30</b>	Reporting cycle (annual, biennial, etc.)	Annual			
<b>G4-31</b>	Contact point for questions regarding the report or its contents.	Company Directory Final Page			
<b>6. GRI Content Index</b>					
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>G4-32</b>	GRI Content Index for comprehensive disclosure	GRI Index: 47-49			
<b>G4-33</b>	Policy seeking external assurance for the report	Corporate Responsibility Governance: 44-45 External Assurance Statement			
<b>7. Governance</b>					
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>

<b>G4-34</b>	Governance structure of the organisation, including committees of the highest governance body, identifying committees responsible for decision-making on economic, environmental and social impacts.	Corporate Responsibility Governance: 44-45			
<b>8. Ethics and Integrity</b>					
<b>Profile Disclosure</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>G4-56</b>	Describe the organisation's values, principles, standard and norms of behaviour such as codes of conduct and codes of ethics	United Nations Global Compact: 46			
<b>SPECIFIC STANDARD DISCLOSURES: Disclosures on Management Approach (DMAs)</b>					
<b>G4 DMA</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>DMA EC</b>	<b>Disclosure on Management Approach EC</b>				
<b>Aspects</b>	Economic performance	Prosperity: 15-18			
	Market presence	Prosperity: 15-18 Australian Food and Petrol: 19-26			
	Indirect economic impacts	Prosperity: 15-18			
	Procurement practices	Prosperity: 15-18 Australian Food and Petrol: 19-26			
<b>DMA EN</b>	<b>Disclosure on Management Approach EN</b>				
<b>Aspects</b>	Materials	Planet: 10-14			
	Energy	Planet: 10-14 Sustainability Metrics: 38-39			
	Water	Planet: 10-14			
	Biodiversity	Planet: 10-14 Australian Food and Petrol: 19-26			
	Emissions	Planet: 10-14 Sustainability Metrics: 38-39			
	Effluents and waste	Planet: 10-14 Australian Food and Petrol: 19-26 Sustainability Metrics: 38-39			
	Products and services	Planet: 10-14 Australian Food and Petrol: 19-26			
	Compliance	2016 Annual Report: 61			
	Transport	Planet: 10-14 Sustainability Metrics: 38-39			
	Overall	Corporate Responsibility Strategy 2016-2020: 2 Planet: 10-14			
	Supplier Environmental Assessment	Australian Food and Petrol: 19-26			

	Environmental Grievance Mechanisms	Woolworths Customer Contact Centre handles customer communication, which includes complaints related to environmental issues	Number of grievances not reported.	Not material	Volume of complaints not material and do not relate to material issues for the business.
<b>DMA LA Aspects</b>	<b>Disclosure on Management Approach LA</b>				
	Employment	People: 5-9 New Zealand Supermarkets: 29-32 Workplace Metrics: 40-43			
	Labor/management relations	Workplace Metrics: 40-43			
	Occupational health and safety	People: 5-9 Workplace Metrics: 40-43			
	Training and education	Woolworths conducted over 1,300 training courses for employees during 2015-16.	Hours of training provided	Not available	Due to system challenges, data was not available. We are working to address these so that data can be reported in the future.
	Diversity and equal opportunity	People: 5-9 Workplace Metrics: 40-43			
	Equal remuneration for women and men	Workplace Metrics: 40-43			
	Supplier Assessment for Labour Practices	Prosperity: 15-18			
	Labour Practices Grievance Mechanisms	Woolworths' Speak Up program is an independent process for suppliers and employees to report issues related to fair treatment, safety and breaches of code of conduct.	Number of grievances not reported	Not material	Volumes of incidents reported are not material.
<b>DMA HR Aspects</b>	<b>Disclosure on Management Approach HR</b>				
	Investment	Prosperity: 15-18			
	Non-discrimination	People: 5-9 Workplace Metrics: 40-43			
	Freedom of association and collective bargaining	Workplace Metrics: 41			
	Child labor	Prosperity: 15-18			
	Forced or compulsory labor	Prosperity: 15-18			
	Security practices	Prosperity: 15-18			
	Indigenous rights	People: 5-9			
	Assessment	Prosperity: 15-18			
	Supplier Human Rights Assessment	Prosperity: 15-18			
	Human Rights Grievance Mechanisms	Prosperity: 15-18			
<b>DMA SO Aspects</b>	<b>Disclosure on Management Approach SO</b>				
	Local communities	Prosperity: 15-18 Australian Food and Petrol: 19-26 Endeavour Drinks Group: 27-28 New Zealand Supermarkets: 29-32			
	Anti-corruption	Corporate Responsibility Governance: 44-45			
	Public policy	Corporate Responsibility Governance: 44-45			

	Anti-competitive behavior	Australian Food and Petrol: 19-26			
	Compliance	Corporate Governance Statement: 44-45			
	Supplier Assessment for Impacts on Society	Prosperity: 15-18			
	Grievance Mechanisms for Impacts on Society	Woolworths' Speak Up program is an independent process for suppliers and employees to report issues related to fair treatment, safety and breaches of code of conduct.	Number of grievances not reported	Not material	Volumes of incidents reported are not material.
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>				
<b>Aspects</b>	Customer health and safety	Australian Food and Petrol: 19-26			
	Product and service labelling	Australian Food and Petrol: 19-26			
	Marketing communications	Endeavour Drinks Group: 27-28			
	Customer privacy	Corporate Responsibility Governance: 44-45			
	Compliance	Woolworths Customer Contact Centre handles customer communication, which includes complaints related to environmental issues.	Numbes of grievances not reported.	Not material	Volume of complaints not material and do not relate to material issues for the business.
<b>STANDARD DISCLOSURES PART III: Performance Indicators</b>					
<b>Economic</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for Omission</b>	<b>Explanation</b>
<b>Economic performance</b>					
<b>G4-EC1</b>	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Prosperity: 15-18 Australian Food and Petrol: 19-26 Endeavour Drinks Group: 27-28 New Zealand Supermrkets: 29-32			
<b>G4-EC2</b>	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Planet: 10-14			
<b>G4-EC3</b>	Coverage of the organisation's defined benefit plan obligations.	Woolworths Limited make superannuation contributions for employees of the Company. The financial position of the Woolworths Group Superannuation Plan is declared in the Annual Report. 2015 Annual Report, 68			
<b>G4-EC4</b>	Financial assistance received from government.	Woolworths Limited receives subsidies for employees on supported wages.	Monetary value of subsidies	Proprietary information	Monetary not disclosed for privacy reasons.
<b>Market presence</b>					
<b>G4-EC5</b>	Ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	Not considered material		Not material	

<b>G4-EC6</b>	Proportion of senior management hired from the local community at significant locations of operation.	Not considered material		Not material	
<b>Indirect economic impacts</b>					
<b>G4-EC7</b>	Development and impact of infrastructure investments and services supported.	Prosperity: 15-18			
<b>G4-EC8</b>	Significant indirect economic impacts, including the extent of impacts.	Prosperity: 15-18			
<b>Procurement practices</b>					
<b>G4-EC9</b>	Proportion of spending on local suppliers at significant locations of operation.	Australian Food and Petrol: 19-26			
<b>Percentag</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for Omission</b>	<b>Explanation</b>
<b>Materials</b>					
<b>G4-EN1</b>	Materials used by weight or volume.		Volume/weight of materials used in packaging that were recycled/non-recycled.	Not available	Due to system challenges, data was not available. We are working to address these so that data can be reported in the 2017 report.
<b>G4-EN2</b>	Percentage of materials used to manufacture the organisation's primary products and services that are recycled input materials.			Not applicable	Woolworths primary products are food and groceries, which by their nature do not include recycled input materials.
<b>Energy</b>					
<b>G4-EN3</b>	Energy consumption within the organisation	Planet: 10-14 Sustainability Metrics: 38-39			
<b>G4-EN4</b>	Energy consumption outside of the organisation	Sustainability Metrics: 42-43			
<b>G4-EN5</b>	Energy intensity	Planet: 10-14			
<b>G4-EN6</b>	Reduction of energy consumption	Planet: 10-14			
<b>G4-EN7</b>	Reductions in energy requirements of products and services	Planet: 10-14			
<b>Water</b>					
<b>G4-EN8</b>	Total water withdrawal by source.	All water supplied to and discharged from Woolworths' stores and sites is managed by licensed water authorities. We draw no water directly from bores, rivers or other natural sources.	Total water withdrawal (and therefore methodologies and assumptions used).	Not available	Woolworths water use data is not recorded centrally. We are currently investigating possible data process improvements to enable this to be reported in the 2017 report. We are also commencing investigations into water use in our supply chain, which is more material than in our direct operations.
<b>G4-EN9</b>	Water sources significantly affected by withdrawal of water.	All water supplied to and discharged from Woolworths' stores and sites is managed by licensed water authorities. We draw no water directly from bores, rivers or other natural sources.			
<b>G4-EN10</b>	Percentage and total volume of water recycled and reused.	Planet: 10-14	Water recycled not included.	Not material	Recycled water volumes not material.
<b>Biodiversity</b>					

<b>G4-EN11</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	All new developments follow the appropriate planning requirements including conducting biodiversity assessments where required.			
<b>G4-EN12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	All sites follow planning and environmental licence requirements such as the development of Vegetation Management Plans when required. Vegetation Management Plans minimise the impacts to any threatened species, habitats for threatened species or ecological communities. All new developments follow the appropriate planning requirements including conducting biodiversity assessments where required.			
<b>G4-EN13</b>	Habitats protected or restored.	All sites follow planning and environmental licence requirements such as the development of Vegetation Management Plans when required. Vegetation Management Plans minimise the impacts to any threatened species, habitats for threatened species or ecological communities.			
<b>G4-EN14</b>	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Koalas are the only relevant species on the IUCN Red List, and it is classified as 'least concern'. Sites required to have Vegetation Management Plan will follow these plans, which will minimise any impacts to habitats.			
<b>Emissions</b>					
<b>G4-EN15</b>	Direct greenhouse gas (GHG) emissions (Scope 1)	Planet: 10-14 Sustainability Metrics: 38-39			
<b>G4-EN16</b>	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Sustainability Metrics: 38-39			
<b>G4-EN17</b>	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Sustainability Metrics: 38-39			
<b>G4-EN18</b>	Greenhouse gas (GHG) emissions intensity	Planet:10-14			
<b>G4-EN19</b>	Reduction of greenhouse gas (GHG) emissions	Over 40% reduction in carbon emissions from stores, distribution centres and offices from 2007 compared to projected growth levels			



<b>G4-EN20</b>	Emissions of ozone-depleting substances (ODS)	Total emissions of ozone depleting substances were 21.6 tonnes, primarily from R22 refrigerant loss.			
<b>G4-EN21</b>	NOx, SOx, and other significant air emissions	Reported emissions are from direct operations (excluding 3rd Party Logistics) are calculated based on site specific data. NOx emissions were 90.1 tonnes and SOx emissions were 0.56 tonnes.			
<b>G4-EN22</b>	Total water discharge by quality and destination.	All water discharged from stores and sites is managed by licensed water authorities.			
<b>G4-EN23</b>	Total weight of waste by type and disposal method.	Planet: 10-14 Sustainability Metrics: 38-39			
<b>G4-EN24</b>	Total number and volume of significant spills.	432 environmental incidents in the Petrol division, many involving customer's vehicles leaking fuel or oil. No incidents were rated as Major.			
<b>G4-EN25</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Planet: 10-14 Sustainability Metrics: 38-39 Woolworths does not process significant quantities of hazardous material. Transport is provided by recycling service provider (or their designated handler).		Not applicable	
<b>G4-EN26</b>	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Woolworths does not have discharges of water and runoff that significantly affect the biodiverse value of water bodies.		Not material	
<b>Products and services</b>					
<b>G4-EN27</b>	Extent of impact mitigation of environmental impacts of products and services	Planet: 10-14			
<b>G4-EN28</b>	Percentage of products sold and their packaging materials that are reclaimed by category.	Woolworths does not report the number of products reclaimed as a percentage of sales. The EU Directive on Extended Producer Responsibility to which this indicator relates, is not mandatory in Australia.		Not available	
<b>Compliance</b>					

<b>G4-EN29</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	There were no significant environmental incidents that incurred monetary fines for Woolworths			
<b>Transport</b>					
<b>G4-EN30</b>	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Planet: 5-9 Sustainability Metrics: 38-39			
<b>Overall</b>					
<b>G4-EN31</b>	Total environmental protection expenditures and investments by type.	Planet: 10-14			
<b>G4-EN32</b>	Percentage of new suppliers that were screened using environmental criteria	Based on materiality and risk, all factories from certain countries have been audited against Woolworths' Ethical Sourcing Policy, which includes environmental criteria.	Suppliers in low risk countries might not be audited.	Not material	
<b>G4-EN33</b>	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Planet: 10-14 Prosperity: 15-18			
<b>Environmental grievance mechanism</b>					
<b>G4-EN34</b>	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	Woolworths Customer Contact Centre handles customer communication, which includes complaints related to environmental issues.	Numbes of grievances not reported.	Not material	Volume of complaints not material and do not relate to material issues for the business.
<b>Social: Labor Practices and Decent Work</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for Omission</b>	<b>Explanation</b>
<b>Employment</b>					
<b>G4-LA1</b>	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	Prosperity: 15 Workplace Metrics: 40-43	New hires broken down by age, gender and region	Not available	Due to system challenges, information was not available. Information will be reported in 2017.
<b>G4-LA2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	2016 Annual Report, 107-112			
<b>G4-LA3</b>	Return to work and retention rates after parental leave, by gender.	People: 5-9	Short-term and long-term retention rates after parental leave	Not available	System currently prevents assessment of retention rates after parental leave.
<b>Labor/management relations</b>					

<b>G4-LA4</b>	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Most of our enterprise agreements make provision for us to notify and consult with employees and the relevant unions about the introduction of major change. E.g. from Woolworths National Supermarket Agreement 2009 "discussions shall commence as early as practicable after a firm decision has been made by the company".			
<b>Occupational health and safety</b>					
<b>G4-LA5</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Workplace Metrics: 40-43			
<b>G4-LA6</b>	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region, and by gender.	People: 5-9 Workplace Metrics: 40-43	Injury types and absentee rates; regional split	Proprietary information	Absentee rates, and injury data split by region and injury type not reported for privacy reasons.
<b>G4-LA7</b>	Workers with high incidence or high risk of diseases related to their occupation	Manual handling injuries are the highest injury cause for operational staff.			
<b>G4-LA8</b>	Health and safety topics covered in formal agreements with trade unions.	Key topics covered in formal agreements with trade unions include a safe working environment, training, occupational rehabilitation and process change management.			
<b>Training and education</b>					
<b>G4-LA9</b>	Average hours of training per year per employee by gender, and by employee category.	Woolworths provided over 1,300 training courses for employees.	Hours of training provided per employee by gender and employee category	Not available	Due to system challenges, data was not available. We are working to address these so that data can be reported in the 2017 report.
<b>G4-LA10</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Woolworths provided over 1,300 training courses for employees.			
<b>G4-LA11</b>	Percentage of employees receiving regular performance and career development reviews, by gender and employment category	Only salaried employees and executives receive annual performance reviews. 19% of employees are on salaries.			
<b>Diversity and equal opportunity</b>					
<b>G4-LA12</b>	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Workplace Metrics: 40-43			
<b>Equal remuneration for Women and Men</b>					

<b>G4-LA13</b>	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Workplace Metrics: 40-43			
<b>Supplier assessment for Labour Practices</b>					
<b>G4-LA14</b>	Percentage of new suppliers that were screened using labour practices criteria	Based on materiality and risk, all factories from certain countries have been audited against Woolworths' Ethical Sourcing Policy, which includes labour practices criteria.	Suppliers in low risk countries might not be audited.	Not material	
<b>G4-LA15</b>	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	Prosperity: 15-18			
<b>Labour Practices Grievance Mechanisms</b>					
<b>G4-LA16</b>	Number of grievances about labour practices filed, addressed and resolved through formal grievance mechanisms	Woolworths' Speak Up program is an independent process for suppliers and employees to report issues related to fair treatment, safety and breaches of code of conduct.	Numbes of grievances not reported.	Not material	Volumes of incidents reported are not material.
<b>Social: Human Rights</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for Omission</b>	<b>Explanation</b>
<b>Diversity and equal opportunity</b>					
<b>G4-HR1</b>	Total number and percentage of significant investment agreements that include human rights clauses or that have undergone human rights screening.	All recent investments have been acquisitions in Australia and New Zealand, so screening was limited to risk and safety. As Human Rights issues are not considered a risk in these countries, they were not considered in the screening.			
<b>G4-HR2</b>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	The Woolworths Code of Conduct contains human rights information and all new employees undertake training on the code.	Total hours of training (and the corresponding percentage of employees trained)	Not available	Due to system challenges, data was not available. We are working to address these so that data can be reported in the 2017 report.
<b>Non-discrimination</b>					
<b>G4-HR3</b>	Total number of incidents of discrimination and corrective actions taken.	Workplace Metrics: 44-47	Details of actions taken	Proprietary information	Details of review processes and actions taken are not disclosed due to privacy reasons.
<b>Freedom of association and collective bargaining</b>					
<b>G4-HR4</b>	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	Prosperity: 15-18 Big W: 33-34, Discontinued Businesses: 37			
<b>Child labor</b>					

<b>G4-HR5</b>	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Prosperity: 15-18 Big W: 33-34, Discontinued Businesses: 37			
<b>Forced and compulsory labor</b>					
<b>G4-HR6</b>	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Prosperity: 15-18 Big W: 33-34, Discontinued Businesses: 37			
<b>Security practices</b>					
<b>G4-HR7</b>	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations.			Not applicable	
<b>Indigenous rights</b>					
<b>G4-HR8</b>	Total number of incidents of violations involving rights of indigenous people and actions taken.	There were no discrimination cases regarding indigenous employees.			
<b>Assessment</b>					
<b>G4-HR9</b>	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	No operations were subject to specific reviews or impact assessments on human rights. All employees are required to comply with Code of Conduct, which addresses discrimination.			
<b>Supplier human rights assessment</b>					
<b>G4-HR10</b>	Percentage of new suppliers that were screened using human rights criteria	People: 5-9		Not material	
<b>G4-HR11</b>	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Prosperity: 15-18			
<b>Human rights grievance mechanisms</b>					
<b>G4-HR12</b>	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Prosperity: 15-18 Through the Ethical Sourcing Audit Program, child labour policies and union representation accounted for less than 0.1% of the corrective actions identified for suppliers. These issues were addressed before orders were placed with the factories.			
<b>Social: Society</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for Omission</b>	<b>Explanation</b>
<b>Local Communities</b>					

<b>G4-SO1</b>	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Our Dan Murphys and BWS stores, and Hotels account for 57% of our operations (by store count). These have responsible service of alcohol and responsible gaming programs.			
<b>G4-SO2</b>	Operations with significant actual or potential negative impacts on local communities.	Endeavour Drinks Group: 27-28 Hotels: 35-36			
<b>Anti-Corruption</b>					
<b>G4-SO3</b>	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Corporate Responsibility Governance: 44-45 Business Review conduct internal audits on all business divisions. Although the audits are not specifically for identifying corruption they can identify breakdowns in business controls which can lead to corruption. All parts of the are reviewed with the most significant, and critical parts of the business, reviewed more frequently, e.g. Supermarkets Australia, Progressive Enterprise Limited, IT and ALH.	Total number and percentage of operations	Not available	
<b>G4-SO4</b>	Communication and training on anti-corruption policies and procedures	Fair Trading Training and Assessments are conducted by the Compliance Team.	Total number, percentage and regional split	Not available	Data under review to be reported in 2017 report.
<b>G4-SO5</b>	Confirmed incidents of corruption and actions taken	On 3 June 2016, following a settlement agreement between the ACCC and Woolworths Limited, Woolworths was ordered to pay \$9 million for admitting to being knowingly concerned in the making of and giving effect to an understanding between Colgate, Cussons and Unilever that they would each cease supplying standard concentrate laundry detergents to Woolworth since early 2009 and to supply only ultra concentrates to Woolworths from that time. By agreement Woolworths gave an undertaking to the ACCC to update its compliance and education/ training program for all buyers with in Woolworths supermarkets to minimise the risk of similar conduct in the future.			

G4-SO6	Total value of political contributions by country and recipient/beneficiary	Corporate Responsibility Governance: 44-45			
<b>Anti-competitive behavior</b>					
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	On 3 June 2016, following a settlement agreement between the ACCC and Woolworths Limited, Woolworths was ordered to pay \$9 million for admitting to being knowingly concerned in the making of and giving effect to an understanding between Colgate, Cussons and Unilever that they would each cease supplying standard concentrate laundry detergents to Woolworth since early 2009 and to supply only ultra concentrates to Woolworths from that time. By agreement Woolworths gave an undertaking to the ACCC to update its compliance and education/ training program for all buyers with in Woolworths supermarkets to minimise the risk of similar conduct in the future.			
<b>Compliance</b>					

<b>G4-S08</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	On 3 June 2016, following a settlement agreement between the ACCC and Woolworths Limited, Woolworths was ordered to pay \$9 million for admitting to being knowingly concerned in the making of and giving effect to an understanding between Colgate, Cussons and Unilever that they would each cease supplying standard concentrate laundry detergents to Woolworth since early 2009 and to supply only ultra concentrates to Woolworths from that time. By agreement Woolworths gave an undertaking to the ACCC to update its compliance and education/ training program for all buyers with in Woolworths supermarkets to minimise the risk of similar conduct in the future.			
<b>Supplier assessment for Impacts on Society</b>					
<b>G4-S09</b>	Percentage of new suppliers that were screened using criteria for impacts on society	Based on materiality and risk, all factories from certain countries have been audited against Woolworths' Ethical Sourcing Policy, which includes impacts on society.	Suppliers in low risk countries might not be audited.	Not material	



<b>G4-SO10</b>	Significant actual and potential negative impacts on society in the supply chain and actions taken	On 3 June 2016, following a settlement agreement between the ACCC and Woolworths Limited, Woolworths was ordered to pay \$9 million for admitting to being knowingly concerned in the making of and giving effect to an understanding between Colgate, Cussons and Unilever that they would each cease supplying standard concentrate laundry detergents to Woolworth since early 2009 and to supply only ultra concentrates to Woolworths from that time. By agreement Woolworths gave an undertaking to the ACCC to update its compliance and education/ training program for all buyers with in Woolworths supermarkets to minimise the risk of similar conduct in the future.			
<b>Grievance mechanisms for Impacts on Society</b>					
<b>G4-SO11</b>	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Woolworths' Speak Up program is an independent process for suppliers and employees to report issues related to fair treatment, safety and breaches of code of conduct.	Numbes of grievances not reported.	Not material	Volumes of incidents reported are not material.
<b>Social: Product Responsibility</b>					
<b>Performance Indicator</b>	<b>Description</b>	<b>Cross-reference/Direct answer</b>	<b>If applicable, indicate the part not reported</b>	<b>Reason for omission</b>	<b>Explanation</b>
<b>Customer health and safety</b>					
<b>G4-PR1</b>	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Australian Food and Petrol: 19-26			
<b>G4-PR2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	There were 2 product recalls for Woolworths Own Brand products during the year, due to product safety.			
<b>Product and service labelling</b>					
<b>G4-PR3</b>	Type of product and service information required by the organisation's procedures for product and service information and labeling, and percentage of significant products and services categories subject to such information requirements.	Australian Food and Petrol: 19-26 All Woolworths Own Brand and Fresh products are assessed under the Woolworths Quality Assurance program.			

<b>G4-PR4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	There were no product recalls during the year due to incorrect labelling or for the presence of undeclared allergens.			
<b>G4-PR5</b>	Results of surveys measuring customer satisfaction.	Woolworths monitors customer satisfaction through Brand Tracker, against measures like the Net Promoter Score. Results were not disclosed during 2015-16.	Results of surveys	Proprietary information	Woolworths does not disclose Net Promoter Score.
<b>Marketing communications</b>					
<b>G4-PR6</b>	Sale of banned or disputed products	Woolworths does not sell banned products. It does provide services, such as gaming, which are subject to public debate. Hotels: 35-36			
<b>G4-PR7</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	There were no incidents of non-compliance with regulations and voluntary codes concerning marketing communications in the reporting period.			
<b>Customer privacy</b>					
<b>G4-PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Corporate Responsibility Governance: 44-45 There were no substantiated claims regarding breaches of customer privacy.			
<b>Compliance</b>					
<b>G4-PR9</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	There were no findings during the year that required Woolworths to pay significant fines.			