

GRI Standards Index - Woolworths Group Limited 2018					
Disclosure Number	Disclosure Title	Reference/Direct answer	Part not reported	Reason for omission	Explanation
General Disclosures					
102-1	Name of the organization	Woolworths Group Limited			
102-2	Activities, brands, products, and services	2018 Woolworths Group Annual report			
102-3	Location of headquarters	2018 Woolworths Group Annual report, Company Directory			
102-4	Location of operations	Contents: scope of report			
102-5	Ownership and legal form	2018 Woolworths Group Annual report			
102-6	Markets served	2018 Woolworths Group Annual report			
102-7	Scale of the organization	2018 Woolworths Group Annual report			
102-8	Information on employees and other workers	Workplace metrics: 58 - 64 The significant portion of Woolworths Group's activities are performed by workers who are employees.			
102-9	Supply chain	Working with our business partners: 40-43			
102-10	Significant changes to the organization and its supply chain	There have been no significant changes to the organisation and supply chain. 2018 Woolworths Group Annual report			
102-11	Precautionary Principle or approach	Responding to climate change: 34-37	Precautionary Principle	N/A	Woolworths Group does not make a specific statement on precautionary principles, but commitments to addressing climate change and deforestation are applicable.
102-12	External initiatives	People: 12-23 Planet: 24-37 Prosperity: 38 - 55 Corporate governance: 65 United Nations Global Compact: 67			

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102-13	Membership of associations	People: 12-23 Planet: 24-37 Prosperity: 38 - 55 Corporate governance: 65 Woolworths Group Limited website: www.woolworthsgroup.com.au			
102-14	Statement from senior decision-maker	Chief Executive Officer's message: 2			
102-16	Values, principles, standards, and norms of behaviour	Our Group Purpose: 3			
102-40	List of stakeholder groups	Materiality: 8 - 9 Corporate governance: 65 The stakeholder groups we have engaged with are customers, team members, government, investors, peers and suppliers.			
102-41	Collective bargaining agreements	Sustainability metrics: 56-59			
102-42	Identifying and selecting stakeholders	Materiality: 8 - 9			
102-43	Approach to stakeholder engagement	Materiality: 8 - 9 Corporate governance: 65			
102-44	Key topics and concerns raised	Materiality: 8 - 9 Corporate governance: 65			
102-18	Governance structure	2018 Annual report Corporate governance: 65			
102-45	Entities included in the consolidated financial statements	2018 Woolworths Group Annual report			
102-46	Defining report content and topic Boundaries	Corporate governance: 65 2020 Strategy: crs.woolworthsgroup.com.au			
102-47	List of material topics	Materiality: 8 - 9			
102-48	Restatements of information	Any restatements of previous years' data are identified within footnotes. The effect of any such restatements are not considered to be material.			
102-49	Changes in reporting	There has been no significant changes			

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102-50	Reporting period	1 July 2017 - 30 June 2018			
102-51	Date of most recent report	June 2017			
102-52	Reporting cycle	Annual			
102-53	Contact point for questions regarding the report	Company directory: 76			
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: 'Core option'			
102-55	GRI content index	Global reporting initiative: 68 - 70			
102-56	External assurance	External assurance statement: 71-74			
Management Approach					
103-1	Explanation of the material topic and its Boundary	Materiality: 8 - 9 People: 12-23 Planet: 24-37 Prosperity: 38 - 55			
103-2	The management approach and its components	Our Group Purpose: 3 Materiality: 8 - 9 Corporate governance: 65 2020 Strategy The charter and key objectives established by the Sustainability committee can be located on page 65. The Sustainability committee report into the Board of Directors and has overall responsibility for the management and reporting against the material issues, targets and commitments. A materiality assessment underpinned by internal and external stakeholder engagement identified the top 11 material issues described on page 8-9.			

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103-3	Evaluation of the management approach	<p>2018 Woolworths Group Annual report</p> <p>Corporate governance: 65</p> <p>People: 12-23</p> <p>Planet: 24-37</p> <p>Prosperity: 38 - 55</p> <p>Additional information regarding the evaluation of material issues is detailed throughout the body of the report for example via case studies as supported by underlying policies and group commitments</p> <p>The relevant policies and procedures across identified material issues are located at www.woolworthsgroup.com.au</p>			
Economic Performance					
201-1	Direct economic value generated and distributed	2018 Woolworths Group Limited Annual Report			
Anti-corruption					
205-3	Confirmed incidents of corruption and actions taken	There are no public legal cases regarding corruption brought against Woolworths Group Limited or its employees during the reporting year.	Number and nature of confirmed incidents of corruption and follow up action.	Confidentiality constraints	Details of employee corruption incidents are not reported for privacy reasons.
Anti-competitive Behaviour					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Nil.			

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Energy					
302-1	Energy consumption within the organization	Planet: 24 - 37 Sustainability metrics: 56 - 59 Woolworths Group report energy consumption within the organisation converted to tCO2e in compliance with the NGER Measurement Determination and conversion factors sourced from NZ and NGA emission factors. The scope of this indicator includes all energy consumed except for third party logistics.	Part a, b, c, d	N/A	We do not report on other energy consumption indicators based on the nature of Woolworths principal activities and operations.
302-2	Energy consumption outside of the organization	Planet: 24 - 37 Sustainability metrics: 56 - 59 Woolworths Group report energy consumption within the organisation converted to tCO2e aligned with NGER Measurement Determination and conversion factors sourced from NZ and NGA emission factors. The scope of the indicator includes energy consumed from third party logistics only and consequently do not report on other energy consumption indicators based on the nature of Woolworths Group principal activities and operations			
302-3	Energy intensity	Planet: 24 - 37 Sustainability metrics: 56 - 59 Energy intensity comprises all energy from stationary sources (electricity, natural gas, LPG and diesel) from our Australian and New Zealand operations. The ratio includes energy consumption within the organisation only divided by floor area for Australian and New Zealand assets.			
302-4	Reduction of energy consumption	Planet: 24 - 37 Sustainability metrics: 56 - 59 Reduction in energy consumption is reported based on specific initiatives as opposed to a single value across the organisation which is not practicable to calculate on the basis there are multiple initiatives dispersed across the various business. Initiatives relating to LED lighting retrofit and solar panel installations are included in the Planet section. These relate to electricity reductions only and comply with NGER measurement guidelines			

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Emissions					
305-1	Direct (Scope 1) GHG emissions	Planet: 24 - 37 Sustainability metrics: 56 - 59 Gross direct scope 1 emissions are reported in the Sustainability metrics section. In calculating Scope 1 emissions, CO2, CH4, HFC and N2O gases were included in the calculations. The calculation methodology and associated emission factors and global warming potentials are aligned with NGER Guidelines. Refrigerant emissions were calculated using NGER emission factors and GWPs have been applied to supplier specific refrigerant blends. An operational control approach was adopted for calculating Scope 1 emissions.	Part c, d	N/A	Biogenic CO2 emissions and base year have been deemed not applicable to the business due to nature of Woolworths Group principal activities and operations and the reporting of absolute scope 1 emissions.
305-2	Energy indirect (Scope 2) GHG emissions	Planet: 24 - 37 Sustainability metrics: 56 - 59 Gross indirect scope 2 emissions are reported in the Sustainability Metrics section. In calculating Scope 2 emissions, CO2, CH4 and N2O gases were included in the calculations. The calculation methodology and associated emission factors are aligned with NGER Guidelines. An operational control approach was adopted for calculating Scope 2 emissions.	Part b, d	N/A	Gross market based energy scope 2 emissions and base year have been deemed not applicable to based on the nature of Woolworths Group principal activities and operations and the reporting of absolute scope 2 emissions
305-3	Other indirect (Scope 3) GHG emissions	Planet: 24 - 37 Sustainability metrics: 56 - 59 Gross indirect scope 3 emissions are reported in Sustainability metrics section. The categories included in the calculation are logistics fuel, waste to landfill and scope 3 components of electricity, natural gas and fuels consumed. In calculating Scope 3 emissions, CO2, CH4 and N2O gases were included in the calculations. The calculation methodology and associated emission factors are aligned with NGER requirements. An operational control approach was adopted for calculating Scope 3 emissions.	Part c,e	N/A	Biogenic CO2 emissions and base year are deemed not applicable to the business based on the nature of Woolworths Group principal activities and operations

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305-4	GHG emissions intensity	Planet: 24 - 37 Sustainability metrics: 56 - 59 Woolworths Group report GHG emission intensity in the planet section using floor area for Australian and New Zealand assets only. The intensity ratio includes scope 1 and 2 emissions only. In calculating the metric, CO2, CH4, HFC and N2O gases were included			
305-5	Reduction of GHG emissions	Planet: 24 - 37 Sustainability metrics: 56 - 59 Reduction in greenhouse gas emissions are reported in the Planet section. Reductions are based on scope 1, 2 and 3 emissions. In calculating the metric, CO2, CH4, HFC and N2O gases were included. The calculation methodology complies with NGER requirements.	Part 2.9.4	N/A	Reductions in emissions are not reported separately for each scope since aggregated reductions are better aligned with the organisation's strategic commitments
Effluents and Waste					
306-2	Waste by type and disposal method	Moving to a circular economy: 26 - 29 Sustainability metrics: 56 - 59	Part a i, iii, iv, v,	N/A	Woolworths Group reports non-hazardous weight broken down into sub categories as reported in Sustainability metrics section. Sub categories for reuse, incineration, deep well injection and on-site storage are not applicable to the business. Non-hazardous waste is disposed directly by Woolworths Group. Hazardous waste is not generated by Woolworths Group.
306-3	Significant spills	572 environmental incidents in the Petrol division, mainly involving customers vehicles leaking fuel or oil. There was no significant spills.			
Environmental Compliance					
307-1	Non-compliance with environmental laws and regulations	Woolworths is currently defending proceedings brought by the ACCC in relation to "biodegradable and compostable" labels on product labelling. The ACCC alleges the claims on pack were misleading and deceptive.			
Employment					
401-1	New employee hires and employee turnover	Workplace metrics: 58 - 64			

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401-3	Parental leave	Workplace metrics: 58 - 64	Part d, e	N/A	Woolworths Group does not report total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender, or return to work and retention rates of employees that took parental leave, by gender on the basis the information is not applicable, as management does not use this as part of our internal reporting or benchmarking process.
Labour/Management Relations					
402-1	Minimum notice periods regarding operational changes	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.			
Occupational Health and Safety					
403-1	Workers representation in formal joint management-worker health and safety committees	Workplace metrics: 58 - 64			
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Caring for the safety and wellbeing of our teams and customers: 20 - 21 Workplace metrics: 58-64 Woolworths Group meets the requirements of Workplace Health & Safety Laws (Australia and New Zealand) in recording and reporting work-related accident statistics.	Part ai, aiv, av, bi, 2.2.3	Confidentiality constraints	The types of injury, lost day rate and absentee rate are not reported for privacy reasons. Fatalities are included in the injury rate calculations. Minor (first-aid level) injuries are excluded in the injury rate data.
Training and Education					
404-2	Programs for upgrading employee skills and transition assistance programs	Embracing our diversity: 16-17			

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Diversity and Equal Opportunity					
405-1	Diversity of governance bodies and employees	Workplace metrics: 58 - 64			
405-2	Ratio of basic salary and remuneration of women to men	Workplace metrics: 58 - 64			
Non-discrimination					
406-1	Incidents of discrimination and corrective actions taken	Workplace metrics: 58 - 64	Part b 1 - 3	Confidentiality constraints	Woolworths Group does not report the status of incidents and remediation plans on the basis of confidentiality constraints
Freedom of Association and Collective Bargaining					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Working with our business partners: 40 - 43 Workplace metrics: 58-64 Labour practices in our global supply chain: https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/			
Child Labour					
408-1	Operations and suppliers at significant risk for incidents of child labour	Working with our business partners: 40 - 43 Promoting better labour practices in our supply chain: https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/			
Forced or Compulsory Labour					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Working with our business partners: 40 - 43 Promoting better labour practices in our supply chain: https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/			

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Human Rights Assessment					
412-1	Operations that have been subject to human rights reviews or impact assessments	Working with our business partners: 40 - 43 Workplace metrics: 58-64 Promoting better labour practices in our supply chain: https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/			
Public Policy					
415-1	Political contributions	Corporate Governance: 65			
Customer Health and Safety					
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During FY18, there have been: 3 non compliance incidents resulting in a fine/penalty and 2 non compliance incidents resulting in a warning.			
Marketing and Labelling					
417-1	Requirements for product and service information and labelling	All own brand products that are new or undergoing review are assessed under the New Product Development guidelines that outline required product and service information and labelling. Details of what information is required can be found at www.wowlink.com.au			
Customer Privacy					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance: 65 During FY18, there have not been any instances of relevant litigation.			

