

## WOOLWORTHS GROUP

# 2020 COMMITMENTS

Launched in February 2017, our Corporate Responsibility Strategy 2020 brings new focus, resources and energy to sustainability.

The targets assigned under our People, Planet and Prosperity pillars cover Woolworths Group's engagement with customers, communities, supply chain and team members, as well as our responsibility to minimise the environmental impact of our operations.

## PEOPLE:

encouraging diversity

We value diversity across Woolworths Group. Our customers should see in our people a reflection of themselves and their communities. In this strategy we embrace targets that support diversity and, hand in hand with this aim, tolerance and respect.

### PROMOTING GENDER EQUITY

- 1** *At least 40 per cent of executive and senior manager positions to be held by women.*
- 2** *No salary wage gap between male and female employees of equivalent positions on a per-hour rate at all levels of the company, with a step change improvement in closing any gaps by the end of FY17.*

### EMBRACING OUR DIVERSITY

- 3** *100 per cent of those responsible for hiring new team members to have completed unconscious bias training.*
- 4** *Continue the focus on encouraging cultural diversity, with a commitment that by 2020 the Woolworths Group team will truly reflect the communities we serve.*

### SUPPORTING ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT

- 5** *Proportion of Indigenous team members to equal Federal Government Employment Parity contract. Once achieved, 2 per cent of our Store Operations team members will be Indigenous.*
- 6** *Proportion of Indigenous Graduates to equal Federal Government Employment Parity contract. Once achieved, 2 per cent of our Graduates will be Indigenous.*

### CREATING OPPORTUNITIES FOR ALL

- 7** *We are committed to maintaining a workplace that safeguards the health and wellbeing of our team members, customers and visitors.*
- 8** *Achieve Gold Tier employer status in Australian Workplace Equality Index (AWEI) for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusion.*

## PLANET:

for a healthy environment

We recognise Woolworths Group's environmental impact across our value chain and will work with our suppliers, service providers and operations to innovate for a healthy planet. We will support the move to a circular economy, source environmentally sustainable commodities and respond to climate change.

### MOVING TO A CIRCULAR ECONOMY

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*Towards zero food waste going to landfill.*

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*Improve the recyclability of our own brand packaging and contribute to the circular economy.*

### SOURCING ENVIRONMENTALLY SUSTAINABLE COMMODITIES

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*Source key raw materials and commodities sustainably to an independent standard by 2020. We will raise awareness of sustainably sourced products.*

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*Achieve net zero supply chain deforestation for 'high-impact' commodities in our own brand products, such as palm oil, timber, pulp and paper, and packaging.*

### RESPONDING TO CLIMATE CHANGE

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*Reduce Woolworths Group's carbon emissions to 10 per cent below 2015 levels.*

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*Innovate with natural refrigerants and reduce refrigerant leakage in our stores by 15 per cent of CO<sub>2</sub>-e below 2015 levels.*

## PROSPERITY:

founded on trusted relationships

We will focus on positive relationships with suppliers, give back to the communities in which we operate, and rebuild trust with our customers and investors.

### WORKING WITH OUR BUSINESS PARTNERS

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*We will achieve a top quartile ranking in how we engage fairly and equitably with our suppliers as measured by independent supplier surveys.*

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*We will focus on a best practice compliance system according to the Global Social Compliance Program. We will collaborate with peak organisations to improve workers' lives.*

### GIVING BACK TO THE COMMUNITIES IN WHICH WE OPERATE

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*We will invest the equivalent of 1 per cent of a three-year rolling average of total Group Earnings Before Interest and Tax (EBIT) in community partnerships and programs.*

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*We will publicly report social impact to quantify the positive changes we are creating with a focus on health, economic development and emergency relief.*

### CREATING SHARED VALUE WITH OUR CUSTOMERS

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*We will achieve leading customer satisfaction scores.*

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*We will inspire our customers to consume all of our products in a healthy, sustainable way.*