

Our journey

SAFETY & HEALTH DESTINATION ZERO

Our vision is to be one of the world's safest places to work and shop.

ACHIEVED: WOOLWORTHS LIMITED BOARD 50% WOMEN

The Woolworths Limited Board is gender balanced with 50% women.

WOOLWORTHS GROUP LAUNCH 2020 COMMITMENTS

In February 2017 we launched our CR 2020 strategy, setting out our sustainability journey.

UNCONSCIOUS BIAS TRAINING

Unconscious bias training pilot program completed. Planning for rollout across the Group.

MARRIAGE EQUALITY

Woolworths Group supports marriage equality.

PAY PARITY

Gender pay gap reduced to less than 0.5%.

INDIGENOUS TEAM MEMBERS

1,600 new Indigenous team members to join our business through employment parity program.

NO SALARY WAGE GAP

No salary wage gap between male and female employees of equivalent positions.

LGBTI INCLUSION

Gold Tier employer status in Australian Workplace Equality Index for LGBTI inclusion.

PEOPLE PLANET PROSPERITY

PROJECT ENLIGHTEN COMMENCES

Commenced energy efficiency project focused on lighting technology.

ACHIEVED: 100% SUSTAINABLE PALM OIL

100% certified sustainable palm oil in our own brand food products.

OWN BRAND HEALTH STAR RATING

First Australian retailer to commence rollout of voluntary Health Star Rating System on own brand products.

COUNTRY OF ORIGIN LABELLING

We were the first supermarket to label our own brand products.

REDUCE FOOD WASTE TO LANDFILL

Re-committed our goal to reduce food waste to landfill.

PRODUCT RENOVATION

Removing artificial colours, flavours and added MSG and reducing saturated fat, sugar and sodium across own brand products.

ENERGY MANAGEMENT

Commence work on establishing the Energy Management Centre of Excellence.

ACHIEVED: 1% EBIT COMMUNITY CONTRIBUTION

1% of EBIT donated to community causes across Australia and New Zealand.

ACHIEVED: EMISSIONS REDUCTION

2017 carbon emissions 11% below 2015 levels.

HUMAN RIGHTS IMPROVEMENTS

Best practice review of our approach to ethical sourcing and human rights.

ASSESS CLIMATE CHANGE IMPACT

Use science-based targets to assess the impacts of a two degree world on our business.

SOLAR INSTALLATION

Commission a 1.2MW solar installation (3,344 panel) in Melbourne South Distribution Centre.

MACRO WHOLEFOODS MARKET RELAUNCH

Relaunching our better-for-you Macro brand.

PLASTIC BAGS

Australian stores will no longer offer single-use lightweight plastic shopping bags.

TRANSPARENT LABELLING

All eligible own brand products will display a Health Star Rating.

NET ZERO DEFORESTATION

Net zero deforestation from "high impact" commodities in own brand products.

NATURAL REFRIGERANT

10 natural refrigerant systems installed and 15% leakage reduction achieved.

TOP SUPPLIER SURVEY RATING

Achieve top quartile rating in independent supplier survey for fair and equitable engagement.

2015

2016

2017

2018

2019

2020