

WORKPLACE METRICS

BOARD OF DIRECTORS

| AGE BAND | FEMALE | MALE | TOTAL |
|--------------|----------|----------|----------|
| <25 | 0 | 0 | 0 |
| 25-<35 | 0 | 0 | 0 |
| 35-<45 | 0 | 0 | 0 |
| 45-<55 | 3 | 2 | 5 |
| 55-<65 | 0 | 0 | 0 |
| >65 | 1 | 2 | 3 |
| Total | 4 | 4 | 8 |

FEMALE REPRESENTATION BY EMPLOYMENT CATEGORY¹

| EXECUTIVES | SENIOR MANAGERS | MANAGERS | OFFICE/SUPPORT | TECHNICIANS AND TRADES | SALES | OTHER |
|------------|-----------------|----------|----------------|------------------------|-------|-------|
| 29% | 26% | 39% | 56% | 10% | 59% | 17% |

RATIO OF BASIC SALARY AND REMUNERATION OF FEMALE TO MALE EMPLOYEES BY EMPLOYMENT CATEGORY²

| | 2017 | | 2016 | |
|-----------------------|---------------------------|------------------|---------------------------|------------------|
| | AVERAGE ANNUALISED SALARY | RATIO TO AVERAGE | AVERAGE ANNUALISED SALARY | RATIO TO AVERAGE |
| Non-managerial female | \$46,122 | 97.2% | \$44,627 | 97.3% |
| Non-managerial male | \$49,114 | 103.5% | \$47,438 | 103.4% |
| Average salary | \$47,467 | | \$45,888 | |
| Managerial female | \$75,675 | 92.1% | \$73,380 | 92.8% |
| Managerial male | \$86,274 | 105.0% | \$82,582 | 104.5% |
| Average salary | \$82,153 | | \$79,033 | |

RESPECT AND DIGNITY

We expect our employees to treat each other, our customers and our suppliers with respect and dignity. We train our employees on these expectations, but sometimes we do have issues which escalate to external jurisdictions. We are working towards a resolution on the outstanding claims.

DISCRIMINATION

| | |
|--|----|
| Number of claims lodged in Australia during the year | 19 |
| Number resolved in financial year | 15 |

¹ Workplace Gender Equality Agency (WGEA) data with an extraction date of 1 January 2017 (Australian business units only).

² The employment category does not reflect like-for-like roles. WGEA data with an extraction date of 1 January 2017 (Australian business units only).

FREEDOM OF ASSOCIATION

| | |
|---|-------|
| % of workforce covered by Enterprise Bargaining Agreements (EBAs) | 79.6% |
|---|-------|

| GROUP | EBA | TOTAL HEADCOUNT | % |
|-----------------------------------|----------------|-----------------|--------------|
| ALH (Venue & Support) | 0 | 11,321 | 0.0% |
| BIG W | 17,034 | 18,738 | 90.9% |
| EziBuy | 355 | 542 | 65.5% |
| Endeavour Drinks | 4,762 | 11,064 | 43.0% |
| Food Group | 131,804 | 150,619 | 87.5% |
| Statewide Independent Wholesalers | 314 | 341 | 92.1% |
| Group Support | 6,753 | 9,562 | 70.6% |
| Total Employees | 161,022 | 202,187 | 79.6% |

WORKFORCE AND TURNOVER**HEADCOUNT BY BUSINESS UNIT**

| GROUP/BRAND | FEMALE | MALE | TOTAL |
|-----------------------------------|----------------|---------------|----------------|
| ALH (Venue & Support) | 6,366 | 4,955 | 11,321 |
| BIG W | 12,857 | 5,881 | 18,738 |
| EziBuy | 459 | 83 | 542 |
| Endeavour Drinks | 4,074 | 6,990 | 11,064 |
| Food Group | 83,208 | 67,411 | 150,619 |
| Statewide Independent Wholesalers | 26 | 315 | 341 |
| Group Support | 2,156 | 7,406 | 9,562 |
| Total | 109,146 | 93,041 | 202,187 |

HEADCOUNT BY EMPLOYEE TYPE

| | FEMALE | MALE | TOTAL |
|--------------|----------------|---------------|----------------|
| Full-time | 25,493 | 32,887 | 58,380 |
| Part-time | 52,800 | 31,347 | 84,147 |
| Casual | 30,853 | 28,807 | 59,660 |
| Total | 109,146 | 93,041 | 202,187 |

WORKPLACE METRICS (continued)**HEADCOUNT BY REGION**

| REGION | FEMALE | MALE | TOTAL |
|------------------------------|----------------|---------------|----------------|
| Australian Capital Territory | 1,217 | 1,418 | 2,635 |
| New South Wales | 31,168 | 27,990 | 59,158 |
| Northern Territory | 1,011 | 911 | 1,922 |
| Queensland | 23,122 | 17,945 | 41,067 |
| South Australia | 6,112 | 6,078 | 12,190 |
| Tasmania | 2,900 | 1,937 | 4,837 |
| Victoria | 22,974 | 21,570 | 44,544 |
| Western Australia | 9,379 | 6,686 | 16,065 |
| New Zealand | 10,934 | 8,294 | 19,228 |
| China | 324 | 191 | 515 |
| Bangladesh | 2 | 19 | 21 |
| Thailand | 3 | 2 | 5 |
| Total | 109,146 | 93,041 | 202,187 |

WORKFORCE BY AGE

| AGE BAND | FEMALE | MALE | TOTAL |
|--------------|----------------|---------------|----------------|
| <25 | 37,606 | 39,434 | 77,040 |
| 25-<35 | 21,966 | 24,739 | 46,705 |
| 35-<45 | 18,033 | 13,938 | 31,971 |
| 45-<55 | 17,886 | 8,877 | 26,763 |
| 55-<65 | 11,716 | 5,013 | 16,729 |
| >65 | 1,939 | 1,040 | 2,979 |
| Total | 109,146 | 93,041 | 202,187 |

TURNOVER BY REGION

| | TOTAL TERMINATIONS | | | % LABOUR TURNOVER | | |
|------------------------------|--------------------|---------------|---------------|-------------------|------------|------------|
| | FEMALE | MALE | TOTAL | FEMALE | MALE | TOTAL |
| Australian Capital Territory | 426 | 612 | 1,038 | 33% | 41% | 37% |
| New South Wales | 7,347 | 8,126 | 15,473 | 23% | 29% | 26% |
| Northern Territory | 445 | 477 | 922 | 44% | 52% | 48% |
| Queensland | 6,477 | 6,117 | 12,594 | 28% | 32% | 30% |
| South Australia | 1,503 | 1,518 | 3,021 | 25% | 24% | 24% |
| Tasmania | 534 | 702 | 1,236 | 19% | 30% | 24% |
| Victoria | 5,470 | 6,059 | 11,529 | 23% | 27% | 25% |
| Western Australia | 2,678 | 2,489 | 5,167 | 27% | 34% | 30% |
| New Zealand | 2,911 | 2,664 | 5,575 | 27% | 33% | 30% |
| China | 127 | 96 | 223 | 39% | 51% | 43% |
| Bangladesh | 0 | 0 | 0 | 0% | 0% | 0% |
| Thailand | 4 | 0 | 4 | 114% | 0% | 73% |
| Total | 27,922 | 28,860 | 56,782 | 25% | 30% | 27% |

TURNOVER BY AGE

| AGE BAND | TOTAL TERMINATIONS | | | % LABOUR TURNOVER | | |
|--------------|--------------------|---------------|---------------|-------------------|------------|------------|
| | FEMALE | MALE | TOTAL | FEMALE | MALE | TOTAL |
| <25 | 13,044 | 13,678 | 26,722 | 34% | 34% | 34% |
| 25-<35 | 6,248 | 7,865 | 14,113 | 28% | 31% | 30% |
| 35-<45 | 3,587 | 3,360 | 6,947 | 19% | 23% | 21% |
| 45-<55 | 2,854 | 2,051 | 4,905 | 16% | 22% | 18% |
| 55-<65 | 1,639 | 1,417 | 3,056 | 14% | 26% | 18% |
| >65 | 550 | 489 | 1,039 | 29% | 46% | 35% |
| Total | 27,922 | 28,860 | 56,782 | 25% | 30% | 27% |

NEW HIRES BY REGION

| | TOTAL NEW HIRES | | |
|------------------------------|-----------------|---------------|---------------|
| | FEMALE | MALE | TOTAL |
| Australian Capital Territory | 347 | 495 | 842 |
| New South Wales | 7,747 | 8,271 | 16,018 |
| Northern Territory | 406 | 461 | 867 |
| Queensland | 6,087 | 5,590 | 11,677 |
| South Australia | 1,290 | 1,353 | 2,643 |
| Tasmania | 406 | 396 | 802 |
| Victoria | 4,831 | 5,430 | 10,261 |
| Western Australia | 2,194 | 2,156 | 4,350 |
| New Zealand | 2,253 | 2,284 | 4,537 |
| China | 109 | 54 | 163 |
| Bangladesh | 1 | 5 | 6 |
| Thailand | 1 | 0 | 1 |
| Total | 25,672 | 26,495 | 52,167 |

PARENTAL LEAVE

We continue to offer paid parental leave to eligible Australian-based employees, which includes six weeks paid parental leave, two weeks' return-to-work bonus and up to 104 weeks unpaid parental leave. All employees are eligible if they have completed six months of continuous service prior to taking the leave or if they qualify as an eligible casual employee.

| | 2017 | | 2016 | |
|--------------|-------------------------|------------------------------|-------------------------|------------------------------|
| | ACCESSED PARENTAL LEAVE | RETURNED FROM PARENTAL LEAVE | ACCESSED PARENTAL LEAVE | RETURNED FROM PARENTAL LEAVE |
| Female | 4,834 | 4,621 | 2,091 | 1,883 |
| Male | 23 | 20 | 20 | 17 |
| Total | 4,857 | 4,641 | 2,111 | 1,900 |

WORKPLACE METRICS (continued)

SAFETY AND HEALTH PERFORMANCE

| BUSINESS LTIFR RESULTS FOR 2017 | PER MILLION HRS | PER 200,000 HRS | % FEMALE |
|---------------------------------|--------------------|--------------------|---------------|
| Supermarkets | 6.57 | 1.31 | 61.7% |
| Logistics | 11.68 | 2.34 | 20.4% |
| BIG W | 4.10 | 0.82 | 82.9% |
| Endeavour Drinks | 5.30 | 1.06 | 39.0% |
| Fuel and Metro | 3.43 | 0.69 | 58.3%% |
| New Zealand | 9.38 | 1.88 | Not available |
| Corporate | 1.00 | 0.20 | 50.0% |
| Woolworths Limited | 6.76 | 1.35 | 57.0%% |
| ALH | 10.85 | 2.17 | Not available |

GROUP LOST TIME INJURY FREQUENCY RATE (LTIFR), TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR) AND OCCUPATIONAL DISEASE RATE

Woolworths Limited LTIFR for 2015-2017

| KPI | 2015 ¹ | 2016 ¹ | 2017 |
|------------------------------|-------------------|-------------------|--------|
| LTIFR (million hours worked) | 11.50 | 9.56 | 6.76 |
| LTIFR (200,000 hours worked) | 2.30 | 1.91 | 1.35 |
| % change on previous year | -1.6% | -16.9% | -29.3% |

¹ Previous year numbers have been updated to reflect any delayed reporting.

Woolworths Limited TRIFR for 2015-2017

| KPI | 2015 ¹ | 2016 ¹ | 2017 |
|------------------------------|-------------------|-------------------|--------|
| TRIFR (million hours worked) | 22.07 | 18.16 | 12.97 |
| TRIFR (200,000 hours worked) | 4.41 | 3.63 | 2.59 |
| % change on previous year | -6.05% | -17.8% | -28.5% |

¹ Previous year numbers have been updated to reflect any delayed reporting.

| | |
|---|------|
| Occupational Disease Rate (200,000 hours) | 0.70 |
|---|------|

WORK RELATED FATALITIES

| | |
|------------|---|
| Employee | 0 |
| Contractor | 0 |
| Other | 0 |