

Pick n Pay 2020 Communication of progress	
The below report represents our response & alignment to the United Nation Sustainable Development Goals (SDGs)	
Sustainable Development goals	What we are doing together with our partners
2 Zero Hunger-No one will go hungry anywhere in the world	<ul style="list-style-type: none"> • Donated 1 651 tonnes of surplus food- which FoodForward SA values at R80 million • Food distributed to 800 charities • Through the Feed the Nation campaign, more than 20 million meals has been distributed to people in need
3 Good health and wellbeing-reduce death through non communicable diseases such as heart attacks, obesity and diabetes	<ul style="list-style-type: none"> • As part of collective efforts to decrease the incidence of hypertension, or high blood pressure, among South Africans, all of Pick n Pay's private label products are compliant with the 2016 government-regulated salt content targets. • We continue to partner with the Department of Health to reformulate and develop more products with less added sugar. • 200 PICK n PAY stores across South Africa started offering free fruit to shoppers' children under the age of 12
4 Quality education- All boys and girl will have access to quality early development, primary and secondary school	<ul style="list-style-type: none"> • Pick n Pay school club supports 3025 schools (325 high schools and 2 700 primary schools) with educational material, reaching over 5.7 million learners, parents and teachers • This material supports learners in mathematics, science, literacy, health and wellness and sustainability • All our educational material is free to download to any customers or school through the Pick n Pay School Club website
6 Clean water and Sanitation- avoid wasting water	<ul style="list-style-type: none"> • Continued action have been taken to reduce our water consumption, with 1 117 megalitres of water used • In their efforts to promote water resilience, the Foundation continues to partner with the Siyazisiza Trust to roll out drip irrigation and conservation training to these micro farmers who have 782 hectares under irrigation, benefitting more than 3 200 people.

<p>8 Decent work and economic development- Everyone will have a decent job</p>	<ul style="list-style-type: none"> • Employed over 4 000 new employees and recognised high performance with almost 2 000 promotions Restructured Pick n Pay’s management team to align with re-organised store segments (Value, Core and Select) Improved performance management – over 95% of all performance appraisals and goal-setting tasks completed Investment of R65 million in training and education – benefiting 11 000 employees. Investment focused on building a diverse team: <ul style="list-style-type: none"> • 96% of spend on black employees • 64% of spend on female employees • Improved racial diversity in senior management from 74.2% to 76.8% • Secured new 3-year labour agreements with the main labour unions in our Pick n Pay and Boxer supermarkets • Pick n Pay’s Small Business Programme supports over 200 small businesses, with 125 of these supplying products and services to Pick n Pay • Launched our Pick n Pay Small Suppliers Toolkit, a step-by- step information guide on how to do business in the retail environment • 150 entrepreneurs receive business advice and mentorship from Pick n Pay, through our recently launched mentorship app • Pick n Pay partnered with the SAB Foundation and the National Treasury's Job Fund initiative, to direct R20 million to developing five small scale farmers, addressing both unemployment and food security in South Africa
<p>12 Responsible consumption and production-We will halve global foodwaste and achieve efficient use of resources</p>	<ul style="list-style-type: none"> • We are the only retailer in South Africa to become a member of 10x20x30 • A total of 98% of our fresh produce is procured from South African suppliers to prevent and mitigate food waste • We have a target to reduce our food waste with 50% against aFY2015 baseline • To date the Ackerman Foundation has supported the establishment of 1 582 community gardens, 32 micro farmers and 1 736 home gardens, empowering more than 15 000 people.

<p>13 Climate Change- We'll strengthen resilience and improve awareness of climate change</p>	<ul style="list-style-type: none"> •Generated 7 726.3 MWh of solar energy, reducing our carbon footprint by 8 035.4 tonnes CO2e •All newly constructed and refurbished stores are being fitted with more natural, CO2 based, refrigeration systems •Sold 2.0 million re-usable shopping bags, 25% more than last year, and recycled 2.7 million plastic bottles in the manufacture thereof • We have reduced our energy use per square metre by 37.4% against a 2008 baseline •Introduced nude fruit and vegetable walls and re-usable netted produce bags to reduce unnecessary plastic bag usage •Diverted 60% of our waste from landfill and recycled a total of 14 212 tonnes of cardboard and paper, 1 500 tonnes of plastic and 13 tonnes of metal
<p>14 Life below water- We'll end overfishing and destructive fishing practices</p>	<ul style="list-style-type: none"> •Since 2010 we have invested 15 million to WWF-SA Sustainable Fisheries Programme. •More than 95% of seafood products by sales met sustainable seafood commitments