

GRI content index

Statement of use		Woolworths Group has reported in accordance with the GRI Standards for the period 1 July 2021 to 30 June 2022.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		None applicable				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / DETAILS	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
	2-1 Organizational details	Woolworths Group Limited is a publicly listed company. Group Headquarters are located at 1 Woolworths Way Bella Vista NSW 2153 Operations are predominately across Australia and New Zealand with a small presence in Asia	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	2022 Sustainability Report incorporates all wholly owned businesses as of the reporting date unless stated otherwise				
	2-3 Reporting period, frequency and contact point	The reporting period is from 1 July 2021 to 30 June 2022, and the reporting frequency is annual. Contact point details are in the Sustainability Report under the Company Directory on page 61.				
	2-4 Restatements of information	Due to material changes to the Group, prior periods have been restated to exclude the demerged Endeavour business and, where stated, to include the majority owned businesses acquired during the period.				
	2-5 External assurance	External assurance statement: Sustainability Report Appendix pages 24 - 28				
	2-6 Activities, value chain and other business relationships	2022 Woolworths Group Annual Report for business activities. Material changes since last report include the demerger of the Endeavour Group and acquiring majority ownership of PFD Food Services and Quantum, see 2022 Annual Report for more details.				
	2-7 Employees	Sustainability Report Appendix page 7				
	2-8 Workers who are not employees	Workplace metrics: 2022 Sustainability Report Appendix The significant portion of Woolworths Group activities are performed by workers who are employees				
	2-9 Governance structure and composition	2022 Annual report Corporate Governance Statement Woolworths Group website: www.woolworthsgroup.com.au				
	2-10 Nomination and selection of the highest governance body	2022 Annual report Corporate Governance Statement Woolworths Group website: www.woolworthsgroup.com.au				
	2-11 Chair of the highest governance body	2022 Annual report Corporate Governance Statement Woolworths Group website: www.woolworthsgroup.com.au				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Committee Charter https://www.woolworthsgroup.com.au/content/dam/wwg/about-us/documents/186103_sustainability-committee-charter.pdf				
	2-13 Delegation of responsibility for managing impacts	Woolworths Group Board of Directors Charter and delegation to the Sustainability Committee https://www.woolworthsgroup.com.au/content/dam/wwg/about-us/documents/186099_board-charter.pdf				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Committee Charter https://www.woolworthsgroup.com.au/content/dam/wwg/about-us/documents/186103_sustainability-committee-charter.pdf				
	2-15 Conflicts of interest	Woolworths Group Board of Directors Charter and conduct and disclosure of interests https://www.woolworthsgroup.com.au/content/dam/wwg/about-us/documents/186099_board-charter.pdf				

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	2-16 Communication of critical concerns	Critical concerns are communicated formally to the Sustainability Committee on a quarterly cadence through both a narrative update and a metric driven scorecard update on the key 2025 Sustainability Plan goals and commitments. Critical concerns are raised within this reporting cadence. During F22 one critical concern was raised to the Sustainability Committee related to a breach of Responsible Sourcing Standards and detailed in the 2022 Modern Slavery Statement				
	2-17 Collective knowledge of the highest governance body	Board skills and experience is located in the Annual Report. Knowledge is advanced through the use of detailed updates provided to the Sustainability Committee across a broad range of sustainability topics which have either direct or indirect links back to sustainable development. Both internal and external expertise is sought to provide relevant and timely information to Sustainability Committee				
	2-18 Evaluation of the performance of the highest governance body	Woolworths Group Board of Directors Charter and performance evaluation https://www.woolworthsgroup.com.au/content/dam/wwg/about-us/documents/186099_board-charter.pdf				
	2-19 Remuneration policies	Remuneration report is contained in the Annual Report and the remuneration process is outlined in the Corporate Governance Statement				
	2-20 Process to determine remuneration	Remuneration report is contained in the Annual Report and the remuneration process is outlined in the Corporate Governance Statement				
	2-21 Annual total compensation ratio	Calculated on total F22 remuneration of CEO from 2022 Annual Report page 89 divided by average salaries shown on page 6 of the 2022 Sustainability Report Appendix at a ratio of managerial and non managerial roles. Total compensation ratio for F22 is 127:1 which is a decrease of 10.6% compared with F21 ratio				
	2-22 Statement on sustainable development strategy	Contained within the 2025 Sustainability Plan https://www.woolworthsgroup.com.au/content/dam/wwg/sustainability/documents/sustainability-plan/195860_sustainability-plan-2025.pdf				
	2-23 Policy commitments	Policy Commitments are contained across several key artefacts including: 2025 Sustainability Plan 2022 Modern Slavery Statement 2022 Sustainability Report 2022 Corporate Governance Statement	part a iii	Not applicable	Woolworths Group does not make a specific statement on precautionary principles, but commitments to addressing climate change and deforestation are applicable.	
	2-24 Embedding policy commitments	Policy Commitments implementation as well as progress and status is updated annually across our key reports: 2022 Modern Slavery Statement 2022 Sustainability Report 2022 Corporate Governance Statement				

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GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Grievance and remediation mechanisms are outlined in the Woolworths Group Responsible Sourcing Grievance Process . Woolworths Group is also a signatory to the United Nations Global Compact highlighting our commitment to the core values of human rights, labour standards, protecting the environment and anti-corruption. Woolworths Group has an ethics reporting service (Speak Up) as well as a whistleblowing process, and actively encourages current and former team members, suppliers and their families to report wrongdoing and breaches of the law.				
	2-26 Mechanisms for seeking advice and raising concerns	<p>Team Members Our team is a top priority at Woolworths Group. This is why we strive to create a supportive environment that ensures everyone can feel valued, respected and have the opportunity to thrive. As part of this commitment, our Team Member Speak Up service offers an independent avenue (external to Woolworths Group) where matters can be raised confidentially if team members ever feel that a concern can't be dealt with internally. Team Member Speak Up Policy</p> <p>Suppliers At Woolworths, we are committed to open and positive relationships with all of our suppliers. We recognise, however, that a situation may arise where a supplier feels an important concern can't be dealt with directly with us, and where the supplier would prefer to use an independent and confidential avenue for raising the concern. We have created the Supplier Speak Up Service for this purpose. Suppliers (or their workers) can contact Supplier Speak Up online or by the toll-free numbers. If required, interpreters are available in other languages. Supplier Speak Up Policy</p>				
	2-27 Compliance with laws and regulations	Over the reporting period, we identified non-compliances with specific provisions of Australian enterprise agreements. Proceedings against Woolworths Group commenced by FWO in F21 remain in progress. A small number of other, lower materiality non-compliances were identified in the reporting period, and resolved independently or with the relevant regulator.				
	2-28 Membership associations	2022 Sustainability Report Appendix page 31				
	2-29 Approach to stakeholder engagement	2022 Sustainability Report Appendix pages 32 - 33				
2-30 Collective bargaining agreements	2022 Sustainability Report Appendix page 7					

Material topics

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GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>Woolworths Group regularly reviews the most material environmental, social and governance issues affecting our business. This is done in collaboration with our key stakeholders, customers and team by listening to their concerns and issues. Through understanding the interests and expectations of our stakeholders and what matters to them, we identify and prioritise issues that have the highest priority to both our stakeholders and to the business.</p> <p>Our materiality assessments were revised in F22, building on previous work. This process was undertaken using the following steps:</p> <ul style="list-style-type: none"> - Review of existing material matters and identified risks - Desktop review using resources such as industry frameworks, peer sustainability disclosures, traditional and social media analysis - A review of global megatrends evaluating longer term and potentially disruptive trends - Interviews with key internal and external stakeholders - Consideration of a lens of earth's Planetary Boundaries as defined by the Stockholm Resilience Centre ('SRC') - Management and Board level reviews. 				
	3-2 List of material topics	<p>2022 Sustainability Report pages 10 - 11</p> <p>Material topics added in F22 include:</p> <ul style="list-style-type: none"> - engagement with consumers on sustainability - Natural resource use and circular economy - Healthy and affordable food - Regenerative agriculture - Wellbeing - Nature and biodiversity - Responsible service of tobacco <p>All topics from F21 remain relevant but may have been incorporated in a different topic grouping. Responsible gaming is a reduced concern reflecting the change in business since last year.</p>				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2022 Annual Report				
	201-2 Financial implications and other risks and opportunities due to climate change	2022 Annual Report				
	201-3 Defined benefit plan obligations and other retirement plans	2022 Annual Report				
	201-4 Financial assistance received from government	None identified				
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Pay rates vary depending on the role, the state and the division. Most roles within Woolworths Limited are paid under the appropriate enterprise bargaining agreement or award				
	202-2 Proportion of senior management hired from the local community		part a, b, c, d	Information unavailable	Data is not held in people reporting systems	
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				

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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Capital investments of physical infrastructure in nature such as stores and distribution centres are accounted for using standard accounting practices in the 2022 Annual Report. Community investment and services are summarised with some examples in the 2022 Sustainability Report pages 26 - 29				
	203-2 Significant indirect economic impacts		part a, b	Information unavailable	Data is not held in reporting systems	
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		part a, b, c	confidentiality constraints	Some information is contained within the reporting suite and is commercially confidential at a Group level	
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	For operations within standard business across the Group, we conduct risk assessments, incident investigations where relevant, internal and external audits of financial data, among other processes. Operations within the supply chain are covered by a dedicated Human Rights team.				
	205-2 Communication and training about anti-corruption policies and procedures	Our Code of Conduct, Fraud, Anti-Bribery and Corruption Policy and team member Speak Up Program is communicated to all team members through mandatory training. All policies are available on the team member intranet. The implementation of policy commitments is supported by our Culture and People team and People Services, dedicated teams that provide specialised advice to team members on human resources issues				
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption by Woolworths Group Limited or its employees during the reporting period.				
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There was no legal action taken during the reporting period for anti-competitive behaviour, anti-trust or monopoly practices by Woolworths Group Limited or its employees.				
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
	207-1 Approach to tax	2022 Annual Report Tax Transparency Report - https://www.woolworthsgroup.com.au/page/investors/our-performance/reports/Reports/tax-transparency-reports/				
	207-2 Tax governance, control, and risk management	2022 Annual Report Tax Transparency Report - https://www.woolworthsgroup.com.au/page/investors/our-performance/reports/Reports/tax-transparency-reports/				
	207-3 Stakeholder engagement and management of concerns related to tax	2022 Annual Report Tax Transparency Report - https://www.woolworthsgroup.com.au/page/investors/our-performance/reports/Reports/tax-transparency-reports/				

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GRI 207: Tax 2019	207-4 Country-by-country reporting	2022 Annual Report Tax Transparency Report - https://www.woolworthsgroup.com.au/page/investors/our-performance/reports/Reports/tax-transparency-reports/				
	Materials					
	GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33			
GRI 301: Materials 2016	301-1 Materials used by weight or volume		part a i, ii	Information unavailable	No master data covering the Group available at the required level of GRI reporting detail. This is not in scope for short	
	301-2 Recycled input materials used		part a	Information unavailable		
	301-3 Reclaimed products and their packaging materials		part a, b	Information unavailable		
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
	302-1 Energy consumption within the organization	2022 Sustainability Report Appendix page 2 Woolworths Group report energy consumption within the organisation converted to tCO2e in compliance with the NGER Measurement Determination, NZ Ministry for the Environment - 2022 Emissions Measurement Guide and NGA emission factors. The scope of this indicator is outlined in the appendix.	part c i, ii, iii, iv part d i, ii, iii, iv	Information unavailable	Energy consumption is reported at an aggregate level and not available at the GRI disclosure granular level	
	302-2 Energy consumption outside of the organization	2022 Sustainability Report Appendix page 3 Estimated scope 3 emissions footprint primarily based on emission factors extrapolated from goods and services sold to consumers	part a, b, c	Information unavailable	Woolworths Group report energy consumption outside of the organisation converted to tCO2e aligned with NGER Measurement Determination, NZ Ministry for the Environment - 2022 Emissions Measurement Guide 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 Scope 3 estimates not made at a joule level using current processes. Methodology and conversion factors are specific to each category within scope 3 and are subject to further change as standards, data and processes mature	
	302-3 Energy intensity	2022 Sustainability Report Appendix page 3 Energy intensity is calculated based on total energy from Group operations divided by trading area and total emissions from the Group divided by trading area				

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GRI 302: Energy 2016	302-4 Reduction of energy consumption		part a, b, c, d	Information unavailable	No master data covering the Group available at the required level of GRI reporting detail. This is not in scope for short term development	
	302-5 Reductions in energy requirements of products and services		part a, b, c	Information unavailable	No master data covering the Group available at the required level of GRI reporting detail. This is not in scope for short term development	
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		part a, b, c, d	Information incomplete	There is limited data currently available. Initiatives to install smart water metres in stores will assist in reporting consumption and efficiency in future reports. Further investigations are	
	303-2 Management of water discharge-related impacts		part a i, ii, iii, iv	Information incomplete		
	303-3 Water withdrawal		part a, b, c, d	Information incomplete		
	303-4 Water discharge		part a, b, c, d, e	Information incomplete		
	303-5 Water consumption		part a, b, c, d	Information incomplete		
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		part a i, ii, iii, iv, v, vi, vii	Information incomplete	Potentially in-scope for future work under the framework of Taskforce on Nature-related Financial Disclosures (TNFD)	
	304-2 Significant impacts of activities, products and services on biodiversity		part a i, ii, iii, iv, v, vi part b i, ii, iii, iv	Information incomplete		
	304-3 Habitats protected or restored		part a, b, c, d	Information incomplete		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		part a i, ii, iii, iv, v	Information incomplete		
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
	305-1 Direct (Scope 1) GHG emissions	2022 Sustainability Report Appendix page 2 total scope 1 emissions were 487,913 tonnes Gross direct scope 1 and 2 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, NZ Ministry for the Environment - 2022 Emissions Measurement Guide and NGA emission factors. Refrigerant emissions were calculated using NGA 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	not applicable	Biogenic CO2 emissions 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.	

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GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	2022 Sustainability Report Appendix page 2 total scope 2 emissions were 1,522,124 tonnes Gross direct scope 1 and 2 emissions are reported in the Sustainability metrics section. In calculating Scope 2 emissions, CO ₂ , CH ₄ , HFC and N ₂ O gases were included in the calculations. The calculation methodology and associated emission factors and global warming potentials are aligned with NGER Guidelines, NZ Ministry for the Environment - 2022 Emissions Measurement Guide and NGA emission factors. An operational control approach was adopted for calculating Scope 2 emissions.	part b	not applicable	Gross market based energy scope 2 emissions 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	2022 Sustainability Report Appendix page 3 2022 Sustainability Report pages 36 - 37 (a) Scope 3 emissions are estimated to be 28.2 million tonnes of CO ₂ e (b) emission factors and assumptions used in scope 3 estimates include all gases (d) emission factors and assumptions used in scope 3 estimates include all categories (e) F22 data is used for most category calculations, F21 emissions factors which are the most up to date available at the time and F21 prices to match emission factors have been used as base year assumptions. There is no prior year equivalent as this is the first detailed scope 3 disclosures for the Group (f) ~85% of scope 3 emissions are in category 1. The calculation methodology for category 1 uses F21 consumer purchase prices for the products and services we sold in F22 and uses the latest available at the time of reporting F21 emission factors based on Australian economic input / output tables. There is a moderate degree of overlap with Woolworths Group scope 1 emissions. Purchased items by Woolworths Group and not for resale to consumers are excluded from category 1 calculated value, these are expected to be small but meaningful proportion of overall category 1 scope 3 emissions, and will be investigated further in future years	part c, g	Incomplete or Unavailable	Scope 3 is based on aggregate estimates inclusive of all emission categories and not available at a granular level Standards, methodologies, assumptions and calculations will be further refined as project work is undertaken with priority categories of scope 3 emissions		
	305-4 GHG emissions intensity	2022 Sustainability Report Appendix page 3					
	305-5 Reduction of GHG emissions	2022 Sustainability Report Appendix page 34 - 35					
	305-6 Emissions of ozone-depleting substances (ODS)			part a, b, c, d	not applicable	Not identified within Woolworths Group	
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Emission sources are not itemised		part a i, ii, iii, iv, v, vi, vii	not applicable	No significant amounts of these emissions within Group operations	
Waste							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
	306-1 Waste generation and significant waste-related impacts		part a i, ii	Information incomplete	Available data is shown in the sustainability report. Waste management is an outsourced contract and GRI disclosure level reporting is out of scope for standard reports received by the Group		

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GRI 306: Waste 2020	306-2 Management of significant waste-related impacts		part a, b, c	Information incomplete	Available data is shown in the sustainability report. Waste management is an outsourced contract and GRI disclosure level reporting is out of scope for standard reports received by the Group	
	306-3 Waste generated	2022 Sustainability Report Appendix page 4 Food waste to composting uses a number of solutions such as black soldier fly larvae turning food into sustainable livestock feed (see 2022 Sustainability Report page 41) Food waste to energy refers to scheme which can convert waste into processed engineered fuel which is used in South Australia to fire kilns in cement production. Food waste to charity diverts edible food into food rescue organisations which is distributed across Australia and New Zealand to those in need Cardboard and plastic film have dedicated recycling streams Other waste represent smaller scale initiatives such as use of unsold bread in pet food, battery and mobile phone recycling Residual waste sent to landfill has a process of review throughout the year to check adherence to waste stream diversions and identify opportunities for further improvements				
	306-4 Waste diverted from disposal	2022 Sustainability Report Appendix page 4	part b, c, d	Not applicable	Woolworths Group reports non-hazardous waste broken down into sub categories as reported in Sustainability metrics section. Hazardous waste is not generated by Woolworths Group.	
	306-5 Waste directed to disposal	2022 Sustainability Report Appendix page 4	part b, d	Not applicable	Woolworths Group reports non-hazardous waste broken down into sub categories as reported in Sustainability metrics section. Hazardous waste is not generated by Woolworths Group.	
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Our Supplier Management Framework sets out the requirements when engaging with third party suppliers. This includes screening all new suppliers to for key risks, including climate and human rights, are being appropriately assessed.				
	308-2 Negative environmental impacts in the supply chain and actions taken	Woolworths Group has established grievance mechanisms in place whereby feedback, complaints and concerns can be raised. Action is taken to investigate and resolve any concerns on a case by case basis.				
Employment						

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GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
	401-1 New employee hires and employee turnover	2022 Sustainability Report Appendix pages 8 - 9				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Flexible working including part-time is a feature of Woolworths Group. Benefits are available for both full and part time team members covering topics such as parental leave and stock ownership. Other topics such as insurance, health care and superannuation arrangements are generally managed by individuals. Temporary or casual team members are not eligible for these team benefits but are covered by regulatory related benefits such as superannuation				
GRI 401: Employment 2016	401-3 Parental leave	2022 Sustainability Report Appendix page 9				
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	There are a large number of awards and agreements across Woolworths Group. Most of our agreements make provisions for us to notify and consult with employees and the relevant union about the introduction of major changes				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				

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	403-1 Occupational health and safety management system	<p>2022 Sustainability Report Appendix page 10</p> <p>The safety and health management system covers retail operations, supply chain, warehousing, distribution, transportation, manufacturing and includes all our workplaces. The management system covers all activities undertaken and outlines requirements and performance monitoring of contractors activities.</p> <p>Businesses are enabled to establish their own safety, health and wellbeing governance arrangements, provided that those arrangements equal or exceed the performance requirements set out in our Safety, Health and Wellbeing Governance Framework. The governance arrangements of the businesses are subject to assurance activities.</p> <p>Woolworths employs both internal and external resources for the development, implementation and continuous improvement of the safety and health management systems. The Director - Safety, Health & Wellbeing Practice has overall responsibility for monitoring the effective implementation of the safety and health management system. Each business has a dedicated safety and health team responsible for the development, implementation and maintenance of the safety and health management systems. Where required, external consultants are used to support internal resources, however overall responsibility and accountability rests with team members employed by Woolworths.</p> <p>Our assurance program ensures the continuing suitability and effectiveness of the health and safety system. Assurance activities include reviewing the design, implementation and governance of the system, and is undertaken with each business, involving both front line staff and senior management. Action plans to address improvement opportunities are monitored at a Group level.</p> <p>The Board is committed to laying a strong foundation for overseeing the effective management of safety, health and wellbeing throughout Woolworths. Management is accountable for maintaining a strong safety, health and wellbeing culture as well as the effective management of safety, health and wellbeing throughout Woolworths.</p>				

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Applicable GRI Sector Standard(s)	None applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION / DETAILS	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
	403-2 Hazard identification, risk assessment, and incident investigation	<p>The Woolworths Group Safety & Health Standards set the requirements for incident investigation and routine and non-routine hazard identification and risk assessment.</p> <p>There are routine risk management processes including hazard identification programs, risk assessments, workplace inspections and incident reporting which seek input and involvement from team members and contractors. Team members are also trained to identify, assess, control (where possible) and report hazards they observe. Hazards are assessed using the Woolworths Group enterprise risk matrix for health and safety to determine the risk (rating) they pose based on the potential consequence (severity of harm) and the likelihood that harm will occur. Risks are escalated to different levels of the organisation based on their rating. Data from routine and non-routine risk management processes are captured in our Safety Incident Management System.</p> <p>Woolworths Group Safety, Health and Wellbeing complete an annual risk review of our operations to identify hazards, assess risks and identify where existing controls can be strengthened or new controls can be implemented by applying the hierarchy of controls. Hazard and incident data, risk assessments, safety investigations, changes in our operations, legislation, codes of practice, standards and industry knowledge are considered as part of the review. Outputs of the review include a prioritised list of our safety and health risks and control improvement plans that are built to eliminate hazards and mitigate risks.</p> <p>Woolworths Group ensures the quality of hazard identification, risk assessment and incident investigation processes including the competency of persons completing them by:</p> <ul style="list-style-type: none"> - Completing an analysis of the safety and health competencies that each role requires to complete hazard identification, risk assessment and incident investigation processes, and providing a combination of internal and external training and competency assessment to achieve these. - Utilising internal and external independent assurance teams to assess the effectiveness of our processes and provide details on how they can be improved <p>Processes to report hazards and hazardous situations.</p> <p>Team members have many ways in which they can report work-related hazards and hazardous situations. They include:</p> <ul style="list-style-type: none"> - directly to their line manager or their Health and Safety Representative / Safety team member - using the 'Pulse' hazard reporting program - through programmed hazard inspection activities - using the health and safety issue resolution process - anonymously through the Speak Up program <p>Woolworths encourages team members, contractors and customers to report hazards and to stop work when they feel their safety is at risk. The Woolworths Code of Conduct includes our commitments to safety for our team and highlights that they must always, and have our</p>				

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	403-3 Occupational health services	<p>We provide various occupational health service functions to support the health, safety and wellbeing of our team members and contractors. We utilise the services of ergonomists, physiologists and physiotherapists, psychologists, and occupational health nurses, and other allied health specialists as required, to assist with identification and management of health and safety risks that may impact the health and wellbeing of our team members and contractors. The way these services are utilised varies by business, based on type of activities and risk exposures. Woolworths ensures the quality of the services by using independent occupational health service providers with recognised qualifications and accreditations.</p> <p>Where applicable, team members are provided with time off their normal work tasks to consult with occupational health services such as for health assessment and treatment. We offer open access for our team members and contractors to confidential counselling and support services through our employee assistance program via Sonder.</p>				

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	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Team members, safety committees and team members representatives (Unions) are consulted on and participate in safety and health matters including the development, and evaluation of the Safety and Health Management Systems. The requirements for communication and consultation in relation to safety and health matters are set out in the Group Safety & Health Standards.</p> <p>Communication and consultation occurs through a number of forums , for example health and safety committees, team talks, internal communications, union communications, workplace inspections, audits, safety alerts, surveys and feedback forms.</p> <p>Each business has consultative arrangements prescribed in their Safety and Health Management Systems. There are procedures agreed to by team members and management outlining their involvement and consultation in health and safety matters and issues.</p> <p>Some businesses have Health and Safety Representative (HSR) arrangements, and some have other consultative arrangements such as safety committees.</p> <p>The HSR or safety committees participate in: assessment and control of risks, health and safety training, workplace inspections and hazard identification, committee meetings, accident/incident investigations, development, implementation and review of procedures.</p> <p>The consultation arrangements, including meeting frequency differs in each business. They range from monthly, bi-monthly to quarterly.</p> <p>All team members, including HSR's and safety committee members have the authority to stop work if they think a task or process is unsafe. HSR's have the additional authority to issue provisional improvement notices to the business.</p>				

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	403-5 Worker training on occupational health and safety	<p>Each business completes an analysis of the safety and health training or skills that each role requires to safely fulfil the responsibilities assigned to them and then builds a documented training plan which outlines the legislative, formal, on the job and refresher training requirements. The plan is implemented so that team members are trained (as appropriate) to perform their work safely.</p> <p>Training is delivered using a variety of methods including classroom and on-the-job learning, simulators and online learning depending on the needs of the participant and the type of content being delivered. Training may cover areas such as hazard awareness, risk management, incident investigation, task and job related skills and safe operating procedures for equipment. Team members are provided time during their paid work day to complete required training. Required training is provided to team members free of charge.</p> <p>Training may be delivered by registered training organisations or in-house depending on the content, and is designed and delivered at a level suitable for team members. Competency assessment requirements are defined based on the risks involved and any relevant legislative or industry requirements. Training effectiveness is reviewed on a regular basis and considers any relevant incident history.</p>				
	403-6 Promotion of worker health	<p>Woolworths offers a range of services to team members to access non-occupational medical and healthcare services such as physiotherapy and chiropractic services, access to onsite gym and wellness centres and psychological support and counselling services through the Sonder program, discounted health and insurance memberships.</p> <p>The Woolworths Wellbeing Portal is an internal online site that is available to all team members and provides support covering physical, mental, career and spiritual wellbeing. Other support services are provided including smoking cessation, addiction counselling, financial wellbeing programs, reduced price gym memberships and other health programs.</p>				

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GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Woolworths has in place policies, standards and processes to address occupational health and safety risks posed by our business relationships including with suppliers and contract partners both locally and globally.</p> <p>Our Responsible Sourcing Policy details our commitment and expectations for suppliers whom we have a direct relationship with for goods and/or services we sell or use in our businesses. We require our suppliers to abide by our Responsible Sourcing Standards which includes comprehensive criteria on business integrity, labour rights, fair and safe working conditions and environmental compliance. The standards specifically call out requirements to prevent and mitigate significant negative occupational health and safety impacts, including but not limited to complying with relevant local laws and regulations. Where there is a gap between our requirements and standards and the local laws, rules and regulations, the more stringent requirements and standards apply. Woolworths will verify compliance to the Standards. This may be in the form of a supplier self- assessment, requesting policies, procedures or records under our mutual recognition audit program, implementing a corrective action plan, or a site visit or a formal audit. Our verification and audit framework is built on recommended practises from recognised social compliance industry programs.</p> <p>Woolworths Group Safety & Health Standards set the expectations for our businesses to establish contractor safety management processes that address occupational health and safety obligations of our contract partners, including the management of hazards and risks associated with the work performed for or on behalf of Woolworths.</p>				
	403-8 Workers covered by an occupational health and safety management system	2022 Sustainability Report Appendix page 10				
	403-9 Work-related injuries	2022 Sustainability Report Appendix pages 10 - 12				
	403-10 Work-related ill health	2022 Sustainability Report Appendix page 13				
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
	404-1 Average hours of training per year per employee		part a i, ii	Information incomplete	All training is not captured in a central reporting system. While mandatory training is this would significantly understate training hours delivered/received	
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>2022 Sustainability Report pg 21 People Goal 3 provides details on the most significant skill upgrade program for meaningful retail careers of today and tomorrow..</p> <p>A retirement planning toolkit is available as a resource for team members who are considering retirement.</p> <p>Support is also providing for terminations under other conditions and varies according to the circumstances</p>				

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GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	All employees are expected to receive regular feedback and have formal performance review conversations at least twice a year as well as development plan conversations. Internal reporting tracks completion of these through our people reporting systems.					
Diversity and equal opportunity							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2022 Sustainability Report Appendix page 6					
	405-2 Ratio of basic salary and remuneration of women to men	2022 Sustainability Report Appendix page 6					
Non-discrimination							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
GRI 406: Non- discriminatio n 2016	406-1 Incidents of discrimination and corrective actions taken	2022 Sustainability Report Appendix page 6					
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 Sustainability Report Appendix page 7 2022 Modern Slavery Statement https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/					
Child labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2022 Modern Slavery Statement https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/					
Forced or compulsory labor							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 Modern Slavery Statement https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/					
Security practices							
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	2022 Modern Slavery Statement https://www.woolworthsgroup.com.au/page/community-and-responsibility/group-responsibility/partners/Labour_Practices_in_our_global_supply_chain/ Woolworths Group does not directly employ security personnel and compliance with Human Rights policy is included in contracts with third parties.	part a, b	Information Unavailable / Incomplete	Direct team cover these topic areas under Code of Conduct training. Sourcing for coverage and completion of this training will be reviewed in F23. External team such as contractors cover this topic in their trading agreement terms with Woolworths Group. More specific reporting will be sought in F23		
Rights of indigenous peoples							

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GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Woolworths Group Limited received several claims of discriminatory conduct involving Indigenous people during the reporting year. Woolworths Group has worked with the individuals to resolve areas of concern.				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2022 Sustainability Report pages 26 - 29	part a i, ii, iii, iv, v, vi, vii, viii	Information incomplete	Highlights of community engagement activities are contained in the 2022 Sustainability Report, however granular detail at the GRI disclosure level is not captured consistently or centrally	
	413-2 Operations with significant actual and potential negative impacts on local communities	2022 Sustainability Report 26 - 29	part a i, ii		Highlights of community engagement activities are contained in the 2022 Sustainability Report, however granular detail at the GRI disclosure level is not captured consistently or centrally	
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	All new suppliers are expected to adhere to ethical business conduct consistent with our own, and we are committed to working with them to fulfill this common goal and proactively address human rights. The following documents outline these expectations https://www.woolworthsgroup.com.au/icms_docs/196137_responsible-sourcing-program-overview.pdf https://www.woolworthsgroup.com.au/icms_docs/196133_responsible-sourcing-policy.pdf https://www.woolworthsgroup.com.au/icms_docs/196135_responsible-sourcing-standards.pdf				
	414-2 Negative social impacts in the supply chain and actions taken	2022 Modern Slavery Statement				
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 415: Public Policy 2016	415-1 Political contributions	2022 Sustainability Report Appendix page 29				
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				

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GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<p>We are committed to working closely with our suppliers, to provide our customers with a range of products they can trust to be safe and have consistent quality for them and their families.</p> <p>We have developed the Supplier Excellence Program which is aimed at reducing auditing complexity associated with supplying Own Brand and Fresh Food products to us. Our Supplier Excellence Program defines all the safety and quality requirements for the supply of Woolworths' own-branded products. https://partnerhub.woolworthsgroup.com.au/s/article/Supplier-Excellence-Program-Consumer-Goods</p> <p>Product recalls can be found at: https://www.woolworths.com.au/shop/discover/about-us/product-recalls</p>				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>During FY22, there have been a small number of Woolworths own brand product recalls issued by Woolworths in accordance with Woolworths' product safety compliance systems and controls.</p> <p>For Woolworths Supermarkets, a Macro Rice UHT milk product and a Macro Coconut UHT milk product were recalled due to a potential dairy milk contamination issue. In addition, a Woolworths unsalted butter product was recalled by the supplier due to potential microbiological contamination issue. For BIG W, a Barbie children's playsuit with non-compliant labelling was recalled. A precautionary recall was conducted for children's light up thongs exclusively sold in BIG W which contained button batteries. A recall was initiated in New Zealand regarding a sugar product.</p> <p>No customer injuries or illness were reported in relation to the recalled products.</p> <p>No material or systemic issues have been identified and no regulatory action has been taken against Woolworths Group.</p>				
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product safety standards and recalls https://www.woolworths.com.au/shop/discover/about-us/product-safety				
	417-2 Incidents of non-compliance concerning product and service information and labeling	During FY22 there were no material regulator actions against Woolworths Group for non-compliance concerning product and service information and labelling laws. Woolworths Supermarkets received a warning from the National Measurement Institute in relation to an incorrect measurement of a deli product. This was promptly corrected following an inspection and no infringement notice was issued.				
	417-3 Incidents of non-compliance concerning marketing communications	During FY22, there have been a small number of non-compliances concerning marketing communications. The instances have been non-systemic and minor in nature, they have been managed with the appropriate regulatory bodies and resolved without legal action or fines.				
Customer privacy						

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GRI 3: Material Topics 2021	3-3 Management of material topics	2022 Sustainability Report Appendix page 32 - 33				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No eligible reportable data breach notifications were filed in the relevant period				