

## UN Global Compact Pick n Pay 2022 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
<b>2 Zero Hunger-No one will go hungry anywhere in the world</b>	<ul style="list-style-type: none"> <li>• During FY22, we contributed 841 tonnes of edible surplus food from our Pick n Pay company-owned stores to FoodForward SA to the value of R38 million for distribution to 2 222 beneficiary organisations that collectively feed more than 875 000 people daily every year. Pick n Pay is FoodForward SA's largest retail partner</li> </ul>
<b>3 Good health and wellbeing-reduce death through non communicable diseases such as heart attacks, obesity and diabetes</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• We continue to partner with the Department of Health to reformulate and develop more products with less added sugar.</li> <li>• 1000 tons of salt and 2800 tons has been removed from PnP branded products since 2016,</li> </ul>
<b>4 Quality education-All boys and girl will have access to quality early development, primary and secondary school</b>	<ul style="list-style-type: none"> <li>• Pick n Pay school club supports 3555 schools with educational material, reaching almost 6 million learners, parents and teachers</li> <li>• This material supports learners in mathematics, science, literacy, health and wellness and sustainability</li> <li>• All our educational material is free to download to any customers or school through the Pick n Pay School Club website</li> </ul>
<b>6 Clean water and Sanitation- avoid wasting water</b>	<ul style="list-style-type: none"> <li>• Continued action have been taken to reduce our water consumption, with 1 117 megalitres of water used</li> <li>• PnP has made a public commitment, to Reduce water intensity by 20% by 2025 (FY18 baseline) for Pick n Pay company-owned stores</li> </ul>
<b>8 Decent work and economic development-Everyone will have a decent job</b>	<ul style="list-style-type: none"> <li>• Invested R102.6 million in training and education; 98% of training spend directed to previously disadvantaged employees</li> <li>Implementation of Workday, with key processes such as human capital management and learning interventions being conducted through Workday</li> <li>• We developed 5 e-learning courses with a combined 40 individual lessons</li> <li>• The new Trainee Manager programme being developed and delivered through Workday will allow the programme to be completed over a period of 18 – 30 months as opposed to the several years it took in the past</li> <li>• 39 426 individual lessons were completed by staff on the new Workday e-learning</li> </ul>

<p><b>12 Responsible consumption and production-We will half global food waste and achieve efficient use of resources</b></p>	<ul style="list-style-type: none"> <li>• We are the only retailer in South Africa to become a member of 10x20x30</li> <li>• A total of 95% of our fresh produce is procured from South African suppliers to prevent and mitigate food waste</li> <li>• We have a target to reduce our food waste with 50%</li> <li>• The Ackerman Pick n Pay Foundation partners with organisations nationally to establish rural and urban community food gardens, with a strong training element that encourages replication at home. The numbers continue to escalate, with an encouraging positive shift in garden produce selling behaviour and an increase in households growing their own produce as a simple solution to alleviating hunger.</li> <li>• 35 new community gardens were developed and there are now 6 642 community food gardens and 2 012 home gardens, providing a source of food for 30 340 families.</li> </ul>
<p><b>13 Climate Change-We'll strengthen resilience and improve awareness of climate change</b></p>	<ul style="list-style-type: none"> <li>• Climate change is a growing risk to all businesses and our goal for both Pick n Pay and Boxer is to be a net zero carbon business by 2050, and to achieve a 60% reduction in carbon emissions by 2040.</li> <li>• Our low carbon transition plan takes place against set targets and we are in the process of target registration with the Science Based Target Initiative (SBTi).</li> <li>• We have 5.6MWp solar capacity installed across six company-owned sites, generating 7.8GWh, with two further sites under investigation.</li> <li>• In FY22 we installed 15 CO2 plants and one hybrid CO2/134a plant. This means that 37% of our company-owned stores now only use naturally occurring substances as refrigerants, with 36 stores operating full CO2 refrigeration systems and 80 using CO2 hybrid systems.</li> <li>• Our goal is to have 100% of our refrigerant systems at Pick n Pay, Boxer and our distribution centres operating climate- friendly refrigeration by 2040.</li> </ul>
<p><b>14 Life below water- We'll end overfishing and destructive fishing practices</b></p>	<ul style="list-style-type: none"> <li>• PnP remains a committed member of the WWF-SA Sustainable Fisheries Programme.</li> <li>• 91% of seafood products by sales met sustainable seafood commitments</li> </ul>