	G2 1 Contont Indo		worths Limited 2013		
	Application Level		Assured by	Net Delever	
			T I: Profile Disclosures	Net Balance	
		Strategy and A			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported Reason for omission	Explanation
1.1	Statement from the most senior decision-maker of the organization.	Fully	CEO Statement, 4-5		
1.2	Description of key impacts, risks, and opportunities.	Fully	Key Achievements, 2-3 Statement from the Chairman and CEO, 4-5 Responsible Sourcing, 20 Using Resources Wisely, 34 Building the Best Retail Team, 42		
	2.	Organizational	Profile		
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported Reason for omission	Explanation
2.1	Name of the organization.	Fully	Front cover		
2.2	Primary brands, products, and/or services.	Fully	Woolworths Limited Brands, Inside Front Cover Value for Money for our Customers, 10-11 Making Healthy Choices Easier for our Customers, 12-13 2013 Annual Report, 47		
	Operational structure of the organization, including main divisions, operating	1 ully			
2.3	companies, subsidiaries, and joint ventures.	Fully	2013 Annual Report, 18-35		
2.4	Location of organization's headquarters.	Fully	Company Directory, 61		
	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues				
2.5	covered in the report.	Fully	Scope of Report, Inside Front Cover		
2.6	Nature of ownership and legal form. Markets served (including geographic breakdown, sectors served, and types of	Fully	2013 Annual Report, 189-190 Store and Trading Area Analysis, 59		
2.7	customers/beneficiaries).	Fully	2013 Annual Report, 47 CEO's Statement, 5		
2.8	Scale of the reporting organization.	Fully	Employement and Jobs, 8-9		
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	2013 Annual Report, 5, 7, 36		
2.9	ownersnip.	runy	DJSI Statement, 1 Making Healthy Choices Easier for our Customers, 12		
2.10	Awards received in the reporting period.	Fully	Inclusivity, 45		
		3. Report Param			
Profile Disclosure	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported Reason for omission	Explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	Scope of Report, Inside Front Cover		
3.2	Date of most recent previous report (if any).	Fully	2012 Corporate Responsibility Report issued in November 2012		
3.3	Reporting cycle (annual, biennial, etc.)	Fully	Annual		
3.4	Contact point for questions regarding the report or its contents.	Fully	Company Directory, 61		
3.5	Process for defining report content.	Fully	Our approach to corporate responsibility and sustainability: Transparency and reporting, 52 Responsible Sourcing, 20 Using Resources Wisely, 34 Building the Best Retail Team, 42		
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	Scope of Report, Inside Front Cover		
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Scope of Report, Inside Front Cover		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	Scope of Report, Inside Front Cover		

	Data measurement techniques and the bases of calculations, including assumptions					
	and techniques underlying estimations applied to the compilation of the Indicators					
	and other information in the report. Explain any decisions not to apply, or to		Data measurement techniques and calculations			
3.9	substantially diverge from, the GRI Indicator Protocols.	Fully	are described where relevant in the report.			
	Explanation of the effect of any re-statements of information provided in earlier					
	reports, and the reasons for such re-statement (e.g.,mergers/acquisitions, change					
3.10	of base years/periods, nature of business, measurement methods).	Fully	Using Resources Wisely, 34-35			
	Significant changes from previous reporting periods in the scope, boundary, or					
3.11	measurement methods applied in the report.	Fully	Scope of Report, Inside Front Cover			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	Global Reporting Initiative index, 57-58			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	Independent assurance statement, 54-55			
	4. Governance	, Commitments	, and Engagement			
Profile				If applicable, indicate		
Disclosure	Description	Reported	Cross-reference/Direct answer	the part not reported	Reason for omission	Explanation
	Governance structure of the organization, including committees under the highest		Our approach to corporate responsibility and			
	governance body responsible for specific tasks, such as setting strategy or		sustainability, 52			
4.1	organizational oversight.	Fully	2013 Annual Report, 80-93			
	Indicate whether the Chair of the highest governance body is also an executive		Our approach to corporate responsibility and			
4.2	officer.	Fully	sustainability, 52			
	For organizations that have a unitary board structure, state the number of members					
	of the highest governance body that are independent and/or non-executive		Our approach to corporate responsibility and			
4.3	members.	Fully	sustainability, 52			
						Mechanism for shareholder feedback is through the Annual
			Our approach to corporate responsibility and			General Meeting, where shareholders can lodge questions prior
			sustainability, 52-53			the AGM and can address the Board and Executive directly
	Mechanisms for shareholders and employees to provide recommendations or		2013 Annual Report, 93			during the AGM. See www.woolworthslimited.com.au, Investor
4.4	direction to the highest governance body.	Fully	GRI Index			Centre, AGM Details.
	Linkage between compensation for members of the highest governance body,					
	senior managers, and executives (including departure arrangements), and the					
4.5	organization's performance (including social and environmental performance).	Fully	2013 Annual Report, 50-64			
	Processes in place for the highest governance body to ensure conflicts of interest					
	are avoided.	Fully	2013 Annual Report, 83			
	Process for determining the qualifications and expertise of the members of the					
4.7	highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	E	2013 Annual Report, 82			
4.7	environmental, and social topics.	Fully	Our approach to corporate responsibility and			
			sustainability: Anti-corruption (Code of conduct),			
			53			
			Responsible Sourcing, 20			
	Internally developed statements of mission or values, codes of conduct, and		Using Resources Wisely, 34			
	principles relevant to economic, environmental, and social performance and the		Building the Best Retail Team, 42			
4.8	status of their implementation.	Fully	2013 Annual Report, 89			
			Our approach to corporate responsibility and			
	Procedures of the highest governance body for overseeing the organization's		sustainability: Risk management framework,			
	identification and management of economic, environmental, and social performance,		Senior management, Responsible Business			
	including relevant risks and opportunities, and adherence or compliance with		Forum, 52-53			
4.9	internationally agreed standards, codes of conduct, and principles.	Fully	2013 Annual Report, 56-65			
	Processes for evaluating the highest governance body's own performance,					
4.10	particularly with respect to economic, environmental, and social performance.	Fully	2013 Annual Report, 56-65			
L	Explanation of whether and how the precautionary approach or principle is		Responsible Sourcing, 23-24			
4.11	addressed by the organization.	Fully	Using Resources Wisely, 35			4
			Responsible Sourcing, 21, 23-24			
			Building the Best Retail Team, 45-46			
	Externally developed economic environmental and social charters aristicity as		Our Approach to Corporate Responsibility and			
4.42	Externally developed economic, environmental, and social charters, principles, or	Fully	Sustainability, 52 United Nations Global Compact, 56			
4.12	other initiatives to which the organization subscribes or endorses. Memberships in associations (such as industry associations) and/or	Fully	United Nations Global Compact, 56			
	national/international advocacy organizations in which the organization: * Has		Responsible Sourcing, 21, 23-24			
	positions in governance bodies; * Participates in projects or committees; * Provides		Building the Best Retail Team, 45-46			
	substantive funding beyond routine membership dues; or * Views membership as		Our Approach to Corporate Responsibility and			
4.13	strategic.	Fully	Sustainability, 52			
	Interestion		Containability, OL	I		

1	Í.	1	1	1	I	
			Woolworths key stakeholders are customers,			
			employees, investors, suppliers and government			
4.14	List of stakeholder groups engaged by the organization.	Fully	departments.			
4.15	Pasis for identification and calestion of stakeholders with whom to appage	Eally	Key stakeholders have been identified during 2012 Materiality Assessment	2		
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Significant Materiality Assessment in 2012 is the	-		
			most recent engagement with stakeholders. Scale			
	Approaches to stakeholder engagement, including frequency of engagement by type		of assessment does not require frequent			
4.16	and by stakeholder group.	Fully	engagement.			
			Employment and Jobs, 6-9			
			Value for Money for our Customers, 10-11			
			Making Healthy Choices Easier for our Customers	,		
	Key topics and concerns that have been raised through stakeholder engagement,		12-13			
	and how the organization has responded to those key topics and concerns,	F 11	Supporting Our Farmers, 14-17			
4.17	including through its reporting.	Fully	Responsible Sourcing, 20-25			
	STANDARD DISCLOSURES PAR	II: Disclosu	res on Management Approach (DMAs)			
				If applicable, indicate		
G3 DMA	Description	Reported	Cross-reference/Direct answer		Reason for omission	Explanation
CO DIIIA		noponea	2013 Annual Report, 116-117	and part not reported		
			Employment and Jobs, 6-9			
DMA EC	Disclosure on Management Approach EC	Fully	Our Corporate Responsibility Balance Sheet, 2			
Aspects			Our Corporate Responsibility Balance Sheet, 2			
			CEO's Statement, 5			
	Economic performance	Fully	2013 Annual Report, 116-117			
			Employment and Jobs, 6-9			
	Market presence	Fully	Support our Farmers, 14-17			
			Our Community Investment, 28-33			
	Indirect economic impacts	Fully	Employment and Jobs, 6			
			Using Resources Wisely, 34-41			
DMA EN	Disclosure on Management Approach EN	Fully	Responsible Sourcing, 23-24			
Aspects			Responsible Sourcing, 23-24			
	Materials	Fully	Using Resources Wisely, 38			
	Energy	Fully	Using Resources Wisely, 34-36			
	Water	Fully	Using Resources Wisely: Water, 37			
	Biodiversity	Fully	Responsible Sourcing, 23-24			
			Using Resources Wisely, 38-41			
	Emissions, effluents and waste	Fully	GRI Index Using Resources Wisely: Packaging, 38			
			Responsible Sourcing: Sustainable sourcing, 23-			
	Products and services	Fully	24			
			Using Resources Wisely: Environmental	1		
	Compliance	Fully	Compliance, 40			
	Transport	Fully	Using Resources Wisely: Transport, 34-35			
	Overall	Fully	Using Resources Wisely: 35			
DMA LA	Disclosure on Management Approach LA	Fully	Building the Best Retail Team, 42-51			
Aspects	Disclosure on wanagement Approach LA		Dunung the best Netan Team, 42-31	1		
Topoolo	Employment	Fully	Building the Best Retail Team, 43, 46, 47, 50-51			
		,	Building the Best Retail Team: Freedom of			
	Labor/management relations	Fully	association and union engagement, 46			
			Building the Best Retail Team: Safety and health			
	Occupational health and safety	Fully	48-49			
	Training and adverting	E alla a	Building the Best Retail Team: Developing Talent, 44			
	Training and education	Fully	44			
	Diversity and equal opportunity	Fully	Building the Best Retail Team: Inclusivity, 45-46			
		,	g and g a	1	1	
			Building the Best Retail Team: Ratio of basic			
	Equal remuneration for women and men	Fully	salary of male to female by employee category, 45			

		-	1	1	·	
			Building the Best Retail Team: Inclusivity, 45-46			
			Responsible Retailing: Ethical sourcing, 21			
			Building the Best Retail Team: Freedom of			
DMA HR	Disclosure on Management Approach HR	Fully	association and union engagement, 46			
Aspects			All recent significant investments have been			
			acquisitions in Australia so screening is limited to			
	Investment and procurement practices	Fully	risk and safety.			
	Non-discrimination	Fully	Building the Best Retail Team: Inclusivity, 45-46			
			Duilding the Best Detail Teasue Freedom of			
			Building the Best Retail Team: Freedom of			
	Freedom of association and collective bargaining	Fully	association and union engagement, 46		<u> </u>	
	Child labor	Fully	Responsible Sourcing: Ethical sourcing, 21			
			;;;;			
			Design and the Fill of the off			
	Prevention of forced and compulsory labor	Fully	Responsible Sourcing: Ethical sourcing, 21		<u> </u>	
						Woolworths security personnel make up a very small
						percentage of the total workforce in Australia where human
	Security practices	Not			Not material	rights issues are not a significant issue.
			Building the Best Retail Team: Indigenous	I		
	Indigenous rights	Fully	employment, 45		1	
	Assessment	Fully	Building the Best Retail Team: Inclusivity, 45			
	Remediation	Fully	Building the Best Retail Team: Inclusivity, 45-46	1	t	
DMA SO	Disclosure on Management Approach SO	Fully	Building Community Partnerships, 20-23	+	+	4
	Disclosure on management Approach 50	1 ully	Our Community Investment, 28-33	┥─────	+	
Aspects						
		L	Responsible Sourcing: Selling alcohol responsibly,	,		
	Community	Fully	Responsible Buying, 26-27			
			Our approach to corporate responsibility and			
			sustainability: Anti-corruption, Political donations,			
	Corruption	Fully	53			
			Woolworths primarily engage in public policy			
			through formal submissions to state and federal			
			government inquiries. 12 submissions were made			
	Public policy	Fully	in Australia in 2013.			
	Anti-competitive behavior	Fully	Supporting our Farmers, 14-15	+	+	4
		1 Uny	Our approach to corporate responsibility and	4	ł	
			sustainability: Anti-corruption, 53			
	Compliance	Fully	GRI Index: SO3		<u> </u>	
			Making Healthier Choices, 12-13			
DMA PR	Disclosure on Management Approach PR	Fully	Responsible Sourcing, 25			
Aspects			Making Healthier Choices, 12-13			
	Customer health and safety	Fully	Responsible Sourcing, 25, 27			
			Value for Money, 10-11			
	Product and service labelling	Fully	Making Healthier Choices, 12-13		1	
	Marketing communications	Fully	Responsible Sourcing, 27	İ	1	1
			Our approach to corporate responsibility and	1	t	
	Customer privacy	Fully	sustainability: Privacy Policy, 53.			
	Compliance	Fully	Responsible Sourcing: Quality Assurance, 25	+	<u>+</u>	1
	STANDARD DISCLO		III: Performance Indicators			
		Economic				
Performance				If applicable, indicate		
Indicator	Description	Reported	Cross-reference/Direct answer		Reason for Omission	Explanation
		noportou		part ist reported		
Economic per					T	
	Direct economic value generated and distributed, including revenues, operating				1	
	costs, employee compensation, donations and other community investments,	1	Our Corporate Responsibility Balance Sheet, 2			
EC1	retained earnings, and payments to capital providers and governments.	Fully	CEO's Statement, 5		1	
	Financial implications and other risks and opportunities for the organization's		Using Resources Wisely: Reducing our Carbon	I		
EC2	activities due to climate change.	Fully	Footprint, 35		1	
	· · · · · · · · · · · · · · · · · · ·	1	Woolworths Limited make superannuation			
			contributions for employees of the Company. The			
			financial position of the Woolworths Group		1	
			Superannuation Plan is declared in the Annual		1	
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Report. 2013 Annual Report, 116-117			

1	1	1	Woolworths Limited received \$3.04 million in	1		
EC4	Significant financial assistance received from government.	Fully	government subsidies			
Market preser		1 dity	government subsidies		I	
warket preser	Range of ratios of standard entry level wage compared to local minimum wage at	Г — — — — — — — — — — — — — — — — — — —		1		
EC5	significant locations of operation.	Fully	Building the Best Retail Team: Reward, 45			
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	Support our Farmers, 14-17			
EC7 Indirect econo	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	Employment and Jobs, 6-9 Building the Best Retail Team: Recruitment, 43 GRI Index	No disclosure on a local hiring procedure.	Not available	No official policy on local hiring, however, prior to opening new stores positions are advertised locally. Relaunched online recruitment portal allows applicants to search based on their local town, city, state, etc. Recruitment personnel can search for applicants based on location.
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	Our Community Investment, 28-33			
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	Employment and Jobs, 6 Supporting our Farmers, 14-17			
203	extent of impacts.					
		Environmen				
Performance				If applicable, indicate		
Indicator	Description	Reported	Cross-reference/Direct answer	the part not reported	Reason for Omission	Explanation
Materials		T	Responsible Sourcing, 23-24			
EN1	Materials used by weight or volume.	Fully	Using Resources Wisely, 38			
EN1 EN2	Percentage of materials used that are recycled input materials.	Fully	Using Resources Wisely, 38			
Energy					۱	
EN3	Direct energy consumption by primary energy source.	Fully	Using Resources Wisely, 36	[
EN4	Indirect energy consumption by primary source.	Fully	Using Resources Wisely, 36	1		
			,			
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Using Resources Wisely, 34-35			
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	Using Resources Wisely, 35			
EINO	services, and reductions in energy requirements as a result of these mitiatives.	Fully	Using Resources wisely, 35			
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	Using Resources Wisely, 35-36			
Water					•	
EN8	Total water withdrawal by source.	Fully	Using Resources Wisely: Water, 37	1		
EN9	Water sources significantly affected by withdrawal of water.	Fully	All water supplied to and discharged from Woolworths' stores and sites is managed by licensed water authorities. We draw no water directly from bores, rivers, or other natural sources.			
			Using Resources Wisely: Water, 37 Water reused through rainwater harvesting is main, and only measured, form of water reuse in	Recycled water		
EN10	Percentage and total volume of water recycled and reused.	Partially	the business.	Recycled water volumes	Not available	1
Biodiversity		I. artituity		1.0101100		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Partially	15 development projects required biodiversity assessments, with only three being greenfields sites. These sites cannot be disclosed as they are in planning and commercial in confidence.	Location and size of land not reported.	Proprietary information	
	Description of significant impacts of activities, products, and services on biodiversity		166 property development projects were completed, under construction or in planning during 2012; biodiversity assessments were required for 15 of these projects. Nine Vegetation Management Plans have been prepared to minimise the impacts to any threatened species, habitats for threatened species or ecological			
EN12	in protected areas and areas of high biodiversity value outside protected areas.	Fully	communities.		Not material	
EN13	Habitats protected or restored.	Fully	Nine development locations are protected by Vegetation Management Plans.		Not material	
		,	Responsible Sourcing: Sustainable sourcing, 24	1		
1			Biodiversity assessments conducted when			
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	required for developments. The only species found on the IUCN Red List is			
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas alfected by operations, by level of extinction risk.	Fully	the Koala and it is classified as least concern. Management Plan will minimise any impacts.			
		,		1		

Emissions off	luents and waste					
Emissions, en						
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Using Resources Wisely: Climate change, 40-41			
	······································					
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	Using Resources Wisely: Climate change, 40-41			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	Using Resources Wisely: Climate change, 35			
LINTO	initiatives to reduce greenhouse gas emissions and reductions achieved.	runy	Total emissions of ozone depleting substances			
			were 28.9 tonnes, primarily from R22 refrigerant			
EN19	Emissions of ozone-depleting substances by weight.	Fully	loss.			
			Reported emissions are from direct operations (excluding 3rd Party Logistics) are calculated			
			based on site specific data. NOx emissions were			
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	855 tonnes and SOx emissions were 0.54 tonnes.			
			All water discharged from stores and sites is			
EN21	Total water discharge by quality and destination.	Fully	managed by licensed water authorities.		Not material	
			Using Resources Wisely: Waste and recycling, 39,			
			41 Woolworths' waste stream is classed as			
EN22	Total weight of waste by type and disposal method.	Fully	commercial and disposed to landfill.			
		,	477 environmental incidents in the Petrol division,			
			many involving customer's vehicles leaking fuel or			
EN23	Total number and volume of significant spills.	Fully	oil. No incidents were rated as Major.			
	Weight of transported, imported, exported, or treated waste deemed hazardous					Woolworths does not process significant quantities of
ENO4	under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of	Dortiolly	Using Resources Wisely: Waste and recycling, 38,		Natappliaghla	hazardous material. Transport is provided by recycling service
EN24	transported waste shipped internationally. Identity, size, protected status, and biodiversity value of water bodies and related	Partially	41	transport.	Not applicable	provider (or their designated handler).
	habitats significantly affected by the reporting organization's discharges of water					Woolworths does not have discharges of water and runoff that
EN25	and runoff.	Not			Not material	significantly affect the biodiverse value of water bodies.
Products and	services					
			Using Resources Wisely: Packaging, 38			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of	F	Responsible Sourcing: Sustainable sourcing, 23- 24			
EIN20	impact mitigation.	Fully	24			Woolworths does not report the number of products reclaimed
						as a percentage of sales. The EU Directive on Extended
	Percentage of products sold and their packaging materials that are reclaimed by					Producer Responsibility to which this indicator relates, is not
EN27	category.	Not			Not applicable	mandatory in Australia.
Compliance	1	P				
	Monetary value of significant fines and total number of non-monetary sanctions for		There were no significant environmental incidents			
EN28	non-compliance with environmental laws and regulations.	Fully	that incurred monetary fines for Woolworths			
Transport		. uny	and modeled monotary integration reconvertine			
	Significant environmental impacts of transporting products and other goods and					
	materials used for the organization's operations, and transporting members of the					
EN29	workforce.	Fully	Using Resources Wisely: Transport, 34-35			
Overall		Net	1			
EN30		Not			l	
	Social: Lai	oor Practices an				
Performance				If applicable, indicate		
Indicator	Description	Reported	Cross-reference/Direct answer		Reason for Omission	Explanation
Employment						
	Total workforce by employment type, employment contract, and region, broken down					
LA1	by gender.	Fully	Building the Best Retail Team: 50-51			
						As an alternative, percentage distribution of people that have
LA2	Total number and rate of employee turnover by age group, gender, and region.	Fully	Building the Best Retail Team: 51			left by age group, gender, and region has been disclosed.
	Benefits provided to full-time employees that are not provided to temporary or part-	,	Building the Best Retail Team: Remuneration, 47			, <u></u> ,
LA3	time employees, by major operations.	Fully	2013 Annual Report, 146-156			
LA!5	Return to work and retention rates after parental leave, by gender.	Fully	Building the Best Retail Team: 46			
		Fully	· · · · · ·			
-	Return to work and retention rates after parental leave, by gender.	Fully	Building the Best Retail Team: 46 Building the Best Retail Team: Freedom of association and union engagement, 46			

LGA eleft program. Full Full Offendor. Mealt and safety comparing on the commentation of the commentatio						F	-
Autom Provide the standard data provide the standa							
Important interpanding insighting spatial spa							
And Parage 1, 5, 5 am Manufacture Manual M							
Approximation of the particular synthesis and particular synthesynthesynthesis and particular synthesis and particular synthesis							
Method Method Method Specified							
Add Add whether is specified in calculation agreements. Partially description build and specified in calculation agreements. Partially Add Add specified in calculation agreements. In the calculation that the process of a long that and specified in calculation agreements. In the calculation that the process of a long that and specified in calculation agreements. In the calculation that the process of a long that and specified in agreements. In the calculation that the process of a long that and specified in agreements. In the calculation that the process of a long that and specified in agreements. In the calculation that the process of a long that and specified in agreements. In the calculation that the process of a long that and specified in agreements. In the calculation that the process of a long that and specified in agreements. In the calculation that agreements and the process of a long that and specified in agreements. In the calculation that agreements and the process of a long that and specified in agreements. In the calculation that agreements and the process of a long that and the pro		Minimum notice period(s) regarding significant operational changes, including					
Conception from the starting Conception from the starting in the	LA5		Partially				
Processing of their worksites represented is formal part management owner bars Building the Bar Bars Team Softy of them. Softy of the	-						
and side contributes that help monitor and advise or accapational bank and advise methods and advise methods and advise methods. The advise of accapational bank and advise methods. The advise of accapational bank advises of accapational band advises of accapat	oocapational			Building the Best Retail Team: Safety and Health.		<u> </u>	
Alteriol States of Iray, coupsature desses, los day, and desreteven, and runder of a point. Duiling the Bes Real Team. Safety and the state of the V available Out a putter of the V available Putter of the V available <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td>100% of workforce is represented in joint management-worker</td></t<>							100% of workforce is represented in joint management-worker
LAT work-induct families tyragin, and by gaptin, and by gapting Part and set of the set o	LA6	safety programs.	Fully				health and safety committees
Elicition, training, conversing, prevention, both straining, concurrency methods registry intendes the product of a both straining, concurrency methods registry intendes the product of a both straining and straining prevention, both straining and straining prevention, both straining and straining prevention with trade units. Product of a both straining prevention with straining preventing prevention with straining prevention with straining pr				Building the Best Retail Team: Safety and Health,		t	
And axis workborn members, her families, or communy members herge decision of a set workborn members, her families, or communy members herge decision of a set workborn members, herge families and set workborn mem	LA7		Partially	49	reported	Not available	Data currently not available.
LAB distance. inclusion and anoma. LAB Heads and adayt piecs covered in formal agreements with trade uncore. CPI Index							
Like Heads and staffy typics covered in formal agreements with tade unions. Full Building the Base Reau Team: Swiey and heads. Note that with the union include a set of working and order include. Note that with union include a set of working and order include. Note that with union include a set of working and order include. Note that with union include a set of working and order include. Note working and order include a set of working and order include. Note working and order include a set of working and order include. Note working and order include a set of working and order include. Note working and order include a set of working and order include. Note working and order include a set of working and order include and o			E alla a				
Add Heath and state types goviered in formal agreements with Trade uncome. Public Pice Pice Pice Pice Pice Pice Pice Pi	LA8	diseases.	Fully				Key tenion appared in formal agreements with trade unions
LAG Meats and safe typics covered in runnal agreement with rules union. Fully Rule make Rule make Index mathematication and process change management. Training mode-containing parvaer see memolyces by emplyee category. Pariable Pariable </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Training and aturation Participation Description Description <thdescriptio< td=""><td>LA9</td><td>Health and safety topics covered in formal agreements with trade unions.</td><td>Fully</td><td></td><td></td><td></td><td></td></thdescriptio<>	LA9	Health and safety topics covered in formal agreements with trade unions.	Fully				
Any appendix of funing pary at part part part part part part part p							
LA10 Average hours of training per year per employee by employee category. Partality 4 4 4 Popoted Not evaluable and onwards LA11 Programment and lifeing lease on the intermine that support from intermining that support	ining and e			Building the Best Retail Team: Developing Talent.	Training Attendances		Data currently not available but should be reportable for 2012
Program for stalls Program for s	LA10	Average hours of training per year per employee by employee category.	Partially	44		Not available	
LA11 employability of employees and sasist them in nanaging career endroge. Fully 44 La12 Image: Composition of properties and sasist them in nanaging career endroge. Fully 100 statist dentropyone receiver and same development for the same and service same and same development for the same dev	-		, j	Building the Best Retail Team: Developing Talent,			
LA12 performance review generative of environment o	LA11	employability of employees and assist them in managing career endings.	Fully	44			
LA12 performance review generative of environment o							
Ar12 errorings of employees nearbing regular performance and caser development Fully bit field (Ext. SN, Calima steplines, India, Hod SN, Calima Steplines, India, India, Kalima Steplines, India, India, Kalima Steplines, India, Hod SN, Calima Steplines, India, Hod SN, Calima Steplines, India, Hod SN, Calima Steplines, India, Hod SN, Kalima Steplines, I							
Pace-relage of employees receiving negular performance and career development public life.1 SW (regular basis, india, hong Kong, life. india public life.1 SW (regular basis, india, hong Kong, life. india Bread-receives the operations of governance backs and headdown of employees per catagory diversity. Second and the operation of governance backs and headdown of employees per catagory diversity. Second and the operation of the operation of minority googs in not reproduce to catagoff and the operation of the operatin operatin the operation of the operation of the operatin operati							
LA12 reverse, by quorder. Fully Dick Smith X2, Danks Retail & Wholesale) Image: Composition of governance bodies and breakdown of employees pr category action of any of these governance bodies and breakdown of employees pr category action of governance bodies and breakdown of employees pr category action of governance bodies and breakdown of employees pr category action of these governance bodies and breakdown of employee category. Fully Building the Best Retail Team: Indusivy, 455 Composition for minority groups is in a governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified in any of these governance bodies are not cassified and the concerning were not cassified at number of significant investment agreements that include for the governance bodies and procedures concerning aspects of significant supplementare disconstrations and contractors that have undergore surgering. If applicable, indicate for any of the governance bodies and procedures concerning aspects of any of the service and constrators that have undergore surgering. If any of these governance bodies and procedures concerning aspects of any of the service and constrators that have undergore surgering. If any of these governande bodies and procedures concening aspects of any of th							
Diversity and equal opportunity	1 4 1 2		Fully				
LA13 Composition of governance bodies and breakdown of employees per category diversity. Composition of governance bodies and breakdown of employees per category diversity. Fully Building the Best Retail Team: Inclusivity. 45 Composition for miniority groups is not reported Not available Not available Age and gonder are the most accurate diversity indicators. Age and gonder are the most accurate diversity indicators. LA14 Ratio of basic salary of men to women by employee category. Fully Building the Best Retail Team: Ratio of basic salary of male to female by employee category. Not available Not available Age and gonder are the most accurate diversity indicators. Performance Indicator Description Reported Cross-reference[Direct answer If applicable, indicator the part not reported Reason for Omission Explanation Observativ and equal opportunity Australia so screening, was limited to fix and safety, as thuman Rights sore and safety as thuman Rights sore and considered a risk in thus contractors that have undergone turnum rights soreening. If applicable, indicator the soreening. If applicable, indicator the part not reported Total hours of employeer sequence and the soreening. If applicable, indicator the part not reported Total hours of employeer sequence and the soreening. If applicable, indicator the part not reported Total hours of employeer sequence and the			Fully	Dick Smith NZ, Danks Retail & Wholesale)			
Composition of governance bodies and breakdown of employees per category Image: composition of governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership indicators. Composition for reported disability is not computed with the set of the set governance bodies and propue membership indicators. LA13 composition of governance bodies and propue membership indicators. Fully Building the Best Retail Team: Ratio of basic basic and records of set on the part not reported and the part not reported membership is not computed and propue membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is nond compart and part not reported membership is nond co	Diversity and e		[1		
Composition of governance bodies and breakdown of employees per category Image: composition of governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership, and other indicators of the set governance bodies and propue membership indicators. Composition for reported disability is not computed with the set of the set governance bodies and propue membership indicators. LA13 composition of governance bodies and propue membership indicators. Fully Building the Best Retail Team: Ratio of basic basic and records of set on the part not reported and the part not reported membership is not computed and propue membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is not computed with the part not reported membership is nond compart and part not reported membership is nond co							Employee declaration of minority status (e.g. ethnicity.
according to gender, age group, minority group membership, and other indicators of diversity. Full Full Building the Best Retail Team: Inclusivity, 45 minority groups is nd reported minority groups is nd reported governance bodies are not classified in any of these group deversity. LA14 Ratio of basic salary of men to women by employee category. Fully Building the Best Retail Team: Ratio of basic salary of male to female by employee category, 45 Imported Not available Age and ender are the most accurate diversity indicators. Performance Indicator Description Reported Conserver to the part of the		Composition of governance bodies and breakdown of employees per category			Composition for		
LA13 diversity. Fully Building the Best Retail Team: Inclusivity, 45 reported Not available Age and gender are the most accurate diversity indicators. LA14 Ratio of basic salary of men to women by employee category. Pully Building the Best Retail Team: Ratio of basic salary of men to women by employee category. Image: Comparison of the Com							governance bodies are not classified in any of these groups.
LA14 Ratio of basic salary of men to women by employee category. Fully salary of male to fenale by employee category. Social: Human Performance Description Reson for Omission Reson for Omission Explanation Diversity and event opportunity Cross-reference/Direct answer If applicable, indicate the part not reported Reson for Omission Explanation Diversity and event opportunity All recent investments have been acquisitions in Australia so screening was limited to risk and salety, as Human Rights issues are not considered in the screening. All recent investments have been acquisitions in Australia so screening was limited to risk and salety, as Human Rights issues are not not numa rights accorening. Fully Reson for Omission Explanation HR1 human rights clauses or that have undergone human rights screening. Fully Resonable Sourcing. 2th it is scourty, they were not considered in the screening. Intervent to consider	LA13		Fully	Building the Best Retail Team: Inclusivity, 45	reported	Not available	Age and gender are the most accurate diversity indicators.
LA14 Ratio of basic salary of men to women by employee category. Fully salary of male to fenale by employee category. Social: Human Performance Description Reson for Omission Reson for Omission Explanation Diversity and event opportunity Cross-reference/Direct answer If applicable, indicate the part not reported Reson for Omission Explanation Diversity and event opportunity All recent investments have been acquisitions in Australia so screening was limited to risk and salety, as Human Rights issues are not considered in the screening. All recent investments have been acquisitions in Australia so screening was limited to risk and salety, as Human Rights issues are not not numa rights accorening. Fully Reson for Omission Explanation HR1 human rights clauses or that have undergone human rights screening. Fully Resonable Sourcing. 2th it is scourty, they were not considered in the screening. Intervent to consider							
Performance Indicator Description Cross-reference/Direct answer H applicable, indicator the part not reported Reason for Omission Reported Explanation Diversity and equators Outstand and content of significant investment agreements that include human rights dauses or that have undergone human rights screening. All recert investments have been acquisitions in Australia so screening was limited to risk and safety, as Human Rights issues are not considered arisk in this country, they were not considered arisk in this country. They arise and controm the preventing on the preventing on policies and procedures concerning aspects of human rights that are relevant to perations, including the percentage of employees trained. Training Attendances reported rather than trained. Total hours of employee training should be available for ful reporting Nordiscrimination Fully Building the Best Retail Team: Training on Human reported rather than total hours and significant suppliers identified in which the right to exercise freed							
Performance Indicator Description Reported Cross-reference/Direct answer If applicable, indicate the part not reported Reason for Omission Explanation Diversity and Unversity and equal opportunity All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human Rights issues are not considered at risk in this country, they were not considered in the screening. Training Attendances reported risk in this country, they were not considered in the screening. Training Attendances reported risk in the country. Total hours of employee training on reporting Total hours of employee training should be available for ful reporting Not available Total hours of discrimination and actions taken. Fully Building the Best Retail Team: Training on Human rights that are relevant to operations, including th right to exercise freedom di association and collective bargaining may be at significant tisk, and actions taken to association and collective bargaining may be at significant risk, and actions taken fully Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk for incidents for association and unio	LA14						
IndicatorDescriptionReportedCross-reference/Direct answerthe part not reportedReason for OmissionExplanationDiversity and equation of significant suppliers and collar under of significant suppliers and contractors that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights screening.All recent investment acquisitions in Australia so screening was limited to risk and safety, as Human rights screening.All recent investment acquisitions in Australia so screening was limited to risk and safety, as Human rights strate selevant to operations, including the percentage of employees partiallyAll recent investment acquisitions on Australia so screening.Investment acquisitions in reported rather than torial hours of employee training should be available for Hu reporting.NordiscrimetionFullyBuilding the Best Retail Team: Inclusivity, 46Investment acquisition on a association and collective barganing may be at significant risk for incidents fullyB			ocial: Human F	Rights			
IndicatorDescriptionReportedCross-reference/Direct answerthe part not reportedReason for OmissionExplanationDiversity and equation of significant suppliers and collar under of significant suppliers and contractors that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights causes or that have undergone human rights screening.All recent investments have been acquisitions in Australia so screening was limited to risk and safety, as Human rights screening.All recent investment acquisitions in Australia so screening was limited to risk and safety, as Human rights screening.All recent investment acquisitions in Australia so screening was limited to risk and safety, as Human rights strate selevant to operations, including the percentage of employees partiallyAll recent investment acquisitions on Australia so screening.Investment acquisitions in reported rather than torial hours of employee training should be available for Hu reporting.NordiscrimetionFullyBuilding the Best Retail Team: Inclusivity, 46Investment acquisition on a association and collective barganing may be at significant risk for incidents fullyB							
Diversity and equal opportunity Image: Control of the section of t							
HR1 All recent investments have been acquisitions in Australia so screening was limited to irsk and safety, as Human rights issues are not considered at risk in this country, they were not considered in the screening. Image: Considered at risk in this country, they were not considered at risk in this country, they were not considered in the screening. HR2 notwan rights and actions taken. Fully Responsible Sourcing: Ethical sourcing, 21 Training Attendances trained. HR3 trained. Fully Building the Best Retail Team: Training on Huma Rights Policies and Procedures, 46 Total hours of employee training should be available for ful reporting Non-discrimination Fully Building the Best Retail Team: Inclusivity, 46 Total hours of employee training should be available for ful reporting Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken fully Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk, and actions taken fully Building the Best Retail Team: Streedom of association and collective bargaining may be at significant risk, and actions taken fully Responsi			Reported	Cross-reference/Direct answer	the part not reported	Reason for Omission	Explanation
HR1 Australia so screening was limited to risk and safety, as Human Rights issues are not human rights clauses or that have undergone human rights screening. Image: Considered arisk in this country, they were not considered arisk in the constructive that are relevant to operations, including the percentage of employees and procedures, and this country, and the not the trained. Training Attendances Non-discrit Total number of incidents of d	Diversity and e	equal opportunity		All recent investments have been acquisitions in			
HR1safety, as Human Rights issues are not considered arisk in this country, they were not considered arisk in this country.International country they are not to not availableTotal hours of employee training on policies and procedures of employees trained.FullyPortaling and total country they are not association and culosivity, and associa							
HR1 Percentage and total number of significant investment agreements that include considered arisk in this country, they were not considered in the screening.							
HR1 human rights clauses or that have undergone human rights screening. Fully considered in the screening. Image: Consi		Percentage and total number of significant investment agreements that include					
HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. Fully Responsible Sourcing: Ethical sourcing, 21 Image: Contractors that have undergone screening on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employee and procedures, 46 Training Attendances reported rather than total hours Total hours of employee training should be available for ful reporting Non-discrimination Partially Partially Building the Best Retail Team: Training on Human reported rather than total hours Not available Total hours of employee training should be available for ful reporting Non-discrimination and collective bargaining Fully Building the Best Retail Team: Inclusivity, 46 Monetaics Monetaics Monetaics Monetaics Fully Responsible Sourcing: Ethical sourcing, 21 Monetaics Monetaics Monetaics Monetaics Monetaics Monetaics Monetaics Monetaics Total hours of employee training should be available for ful reporting Non-discrimination and actions taken. Fully Building the Best Retail Team: Inclusivity, 46 Monetaics Monetaics Monetaics Monetaics Monetaics Monetaics Monetaics Mo	HR1		Fully				
HR2 on human rights and actions taken. Fully Responsible Sourcing: Ethical sourcing, 21 Image: Chicage: Chicag			í í				
Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees raining spulles policies and Procedures, 48 Training Attendances reported rather than total hours Total hours of employee training should be available for fut reporting Non-discrimination Non-discrimination and actions taken. Fully Building the Best Retail Team: Training on Human total hours Not available Total hours of employee training should be available for fut reporting Red Total number of incidents of discrimination and actions taken. Fully Building the Best Retail Team: Inclusivity, 46	HR2		Fully	Responsible Sourcing: Ethical sourcing, 21			
human rights that are relevant to operations, including the percentage of employees Building the Best Retail Team: Training on Human reported rather than trained. Total hours of employee training should be available for ful reporting NR3 Itrained. Not available Total nours of employee training should be available for ful reporting Non-discrimination File File Itrained. Not available Total hours of employee training should be available for ful reporting Redem of association and collective bargaining Fully Building the Best Retail Team: Inclusivity, 46 Employee Employee Pertains and significant suppliers identified in which the right to exercise freedom of of association and collective bargaining may be at significant risk, and actions taken Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk, and actions taken Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk, and actions taken Fully Responsible Sourcing: Ethical sourcing, 21 Item Provided rather than the reported rath					Training Attendances		
HR3 trained. Partially Rights Policies and Procedures, 46 total hours Not available reporting Non-discrimination HR4 Total number of incidents of discrimination and actions taken. Fully Building the Best Retail Team: Inclusivity, 46				Building the Best Retail Team: Training on Human			Total hours of employee training should be available for future
Non-discrimination Fully Building the Best Retail Team: Inclusivity, 46 HR4 Total number of incidents of discrimination and actions taken. Fully Building the Best Retail Team: Inclusivity, 46 Freedom of association and collective bargaining Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken. Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk, and actions taken. HR5 to support these rights. Building the Best Retail Team: Freedom of association and union engagement, 46 Child labor Fully Responsible Sourcing: Ethical sourcing, 21 Coperations and significant suppliers identified as having significant risk for incidents of child labor. Fully Responsible Sourcing: Ethical sourcing, 21 Fully	HR3		Partially			Not available	
HR4 Total number of incidents of discrimination and actions taken. Fully Building the Best Retail Team: Inclusivity, 46 Freedom of association and collective bargaining Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken. Building the Best Retail Team: Inclusivity, 46 Image: Collective bargaining may be at significant risk, and actions taken bit to exercise freedom of association and collective bargaining may be at significant risk, and actions taken bit to support these rights. Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk, and actions taken bit to support these rights. Building the Best Retail Team: Freedom of association and union engagement, 46 Responsible Sourcing: Ethical sourcing, 21 Building the Best Retail Team: Freedom of association and collective bargaining may be at significant risk for incidents fully Responsible Sourcing: Ethical sourcing, 21 Child labor. Fully Responsible Sourcing: Ethical sourcing, 21 Fully Responsible Sourcing: Ethical sourcing, 21 Fully HR6 of child labor, and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21 Fully Responsible Sourcing: Ethical sourcing, 21 Fully Fully Responsible Sourcing: Ethical sourcing, 21 Fully Fully Responsible Sourcing: Ethical sourcing, 21 Fully Fully							
Freedom of association and collective bargaining Deperations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. Building the Best Retail Team: Freedom of association and union engagement, 46 HR5 to support these rights. Fully Responsible Sourcing: Ethical sourcing, 21 Child labor. Operations and significant suppliers identified as having significant risk for incidents of child labor. Fully Responsible Sourcing: Ethical sourcing, 21	HR4		Fully	Building the Best Retail Team: Inclusivity, 46	1		
Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. Building the Best Retail Team: Freedom of association and union engagement, 46 HR5 to support these rights. Fully Child labor Portations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21 Ethical sourcing, 21	Freedom of as			-			
of association and collective bargaining may be at significant risk, and actions taken to support these rights. association and union engagement, 46 HR5 to support these rights. Fully Child labor september 2010 Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21 Fully				Building the Best Retail Team: Freedom of			
Child labor Operations and significant suppliers identified as having significant risk for incidents HR6 Operations and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21							
Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21	HR5	to support these rights.	Fully	Responsible Sourcing: Ethical sourcing, 21			
HR6 of child labor, and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21	Child labor						
HR6 of child labor, and measures taken to contribute to the elimination of child labor. Fully Responsible Sourcing: Ethical sourcing, 21							
Forced and compulsory labor	HR6		Fully	Responsible Sourcing: Ethical sourcing, 21			
		and the set full set					

1		1	1	1		
	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of					
HR7	forced or compulsory labor.	Fully	Responsible Sourcing: Ethical sourcing, 21			
Security pract		,				
coounty pract	Percentage of security personnel trained in the organization's policies or procedures					
HR8	concerning aspects of human rights that are relevant to operations.	Not				
Indigenous rig	ghts					
			Building the Best Retail Team: Inclusivity, 46			
	Total number of incidents of violations involving rights of indigenous people and		Only one of the discrimination cases was related			
HR9	actions taken.	Fully	to an indigenous person.			
Assessment		1		T	1	
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	Building the Best Retail Team: Inclusivity, 45-46			
Indigenous rig		I ully	Duilding the Dest Netall Team. Inclusivity, 45-46			
maigenous n		1		Number of grievances		
	Number of grievances related to human rights filed, addressed and resolved			resolved has not been		All information on grievances should be fully disclosed in future
HR11	through formal grievance mechanisms.	Partially	Building the Best Retail Team: Inclusivity, 46	reported.	Not available	reporting.
	Five	cases have been	resolved.			
Performance				If applicable, indicate		
Indicator	Description	Reported	Cross-reference/Direct answer	the part not reported	Reason for Omission	Explanation
Community		1	Our Community Investment, 28-33	T	1	
	Percentage of operations with implemented local community engagement, impact		Responsible Sourcing: Selling alcohol responsibly,			
SO1	assessments, and development programs.	Fully	Responsible Buying, 26-27			
	Operations with significant potential or actual negative impacts on local		Responsible Sourcing: Selling alcohol responsibly,	,		
SO9	communities.	Fully	Responsible service of Gaming, 26-27			
	Prevention and mitigation measures implemented in operations with significant		Responsible Sourcing: Selling alcohol responsibly,			
SO10	potential or actual negative impacts on local communities.	Fully	Responsible service of Gaming, 26-27	•		
Corruption	potonital of dotad hogative impacto of focal communico.	i uny	reciperiolete contrice of carming, 20 21			
Contaption					<u> </u>	
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	Our approach to corporate responsibility and sustainability: Anti-corruption, 53 GRI Index			Business Review conduct internal audits on all business divisions. Although the audits are not specifically for identifying corruption they can identify breakdowns in business controls which can lead to corruption. All parts of the are reviewed with the most significant, and critical parts of the business, reviewed more frequently, e.g. Supermarkets Australia, Progressive Enterprise Limited, IT and ALH.
			91.2% of employees have been trained in our			
			Code of Conduct, which covers anit-corruption.			
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	(Excl. SIW, Hong Kong, Cellarmasters, Danks Retail & Wholesale)			
000		T dify	Our approach to corporate responsibility and			
			sustainability: Anti-corruption, 53			
SO4	Actions taken in response to incidents of corruption.	Fully	GRI Index	<u> </u>		
Public policy		1		T	1	
			Our approach to corporate responsibility and sustainability: Political donations, 53 Woolworths makes submissions to government departments on proposed new or updated legislation, and participates in government department lead roundtables, committees and panels. Woolworths does not actively lobby			
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	government ministers.	ļ		
	Total value of financial and in-kind contributions to political parties, politicians, and		Our approach to corporate responsibility and			
SO6	related institutions by country.	Fully	sustainability: Political donations, 53	L		
Anti-competit	tive behavior	1	There were no legal actions taken against	1		
	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly		Woolworths for anti-competitive behaviour in the			
SO7	practices and their outcomes.	Fully	reporting period.			
				1	. <u> </u>	
Compliance						
Compliance			Woolworths faced one prosecution under the New			
Compliance			Zealand Health and Safety in Employment Act			
Compliance SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Partially			Not available	Cost not finalised.

	Socia	al: Product Res	ponsibility			
Performance Indicator	Description	Reported	Cross-reference/Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation
Customer hea	Ith and safety				•	
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	Making Healthier Choices, 12-13 Responsible Sourcing, 25			
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	There were 16 product recalls across Woolworths' brands for health and safety reasons.			
Product and s	ervice labelling					
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	Making Healthier Choices, 12-13 Responsible Sourcing, 25			
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	There were two product recalls across Woolworths' brands for product labelling and information reasons.			
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Partially	Value for Money, 10-11 Making Healthier Choices, 12-13			
Marketing con					-	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Responsible Sourcing, 27			
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	There were no incidents of non-compliance with regulations and voluntary codes concerning marketing communications in the reporting period.			
Customer priv						
PR8	Total number of substantiated complaints regarding breaches of customer privacy	Partially	Our approach to corporate responsibility and sustainability: Privacy Policy, 53.		Proprietary information	
Compliance						
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	The company received no significant fines for non- compliance with laws and regulations concerning the provision and use of products and services in the reporting period.			