



FY21 Sustainability Data and Indices

August 2021

Contents

Workforce Data	2
Health and Safety Data	5
Product Recalls Data	7
Energy Use Data	7
Carbon Emissions Data	8
United Nations Global Compact	8
Global Reporting Initiative	10
Sustainability Accounting Standards Board (SASB) Disclosure	23

Workforce Data

Total workforce by region and gender – GRI 102-7; GRI 405-1b					
	Australia	NZ	China	Total	%
Female	6401	408	42	6851	47.89%
Male	7023	405	26	7454	52.11%
Total	13424	813	68	14305	

Total workforce by age – GRI 405-1b			
	Under 30	30 - 50	Over 50
Casual	41.60%	6.12%	1.64%
Permanent full time	8.37%	14.35%	3.16%
Permanent part time	13.06%	6.10%	2.11%
Temporary full time	0.15%	0.20%	0.08%
Temporary part time	0.03%	0.05%	0.02%
Other*	1.58%	1.18%	0.20%

Total	64.79%	28.00%	7.21%
--------------	---------------	---------------	--------------

*Other relates to team members at Macpac New Zealand and China who have employment information recorded in a separate system.

Board composition by gender – GRI 405-1		
Female	2	28.57%
Male	5	71.43%

Board composition by age - GRI 405-1		
Under 30	0	0.00%
30-50 years	1	14.29%
Over 50	6	85.71%

Total workforce by employment type, employment contract and gender – GRI 102-8; 405-1b				
	Female	% Female	Male	% Male
Casual	3204	22.40 %	3856	26.96 %
Full time	1641	11.47 %	2062	14.41 %
Part time	1705	11.92 %	1338	9.35 %
Temporary full time	26	0.18%	35	0.24 %
Temporary part time	10	0.07 %	5	0.03 %
Other*	265	1.85%	158	1.10 %
Total Group	6851	47.89 %	7454	52.11 %

* Other relates to team members at Macpac New Zealand and China who have employment information recorded in a separate system.

New team members by gender – GRI 401-1a		
Female	2876	43.20%
Male	3782	56.80%

New team members by age group – GRI 401-1a		
Under 30	5355	80.43%
30 - 50 years	1031	15.49%
Over 50	272	4.09%

New team members by region – GRI 401-1a		
Australia	6260	94.02%
New Zealand	396	5.95%
China	2	0.03%

Total turnover by region – GRI 401-1b				
FY	Australia and New Zealand	China	Australia and New Zealand	China
2018	26.10%	12.90%	3070	10
2019	24.13 %	9.14 %	2823	8
2020	24.27 %	0.00%	4133	0
2021	36.46%	40.31%	5198	26
YOY change	+ 12.19%	+ 40.31%	1065	26

Total turnover includes seasonal team members engaged by the Group during FY21, as per GRI requirements. The methodology used to calculate team member turnover changed in FY21. Team member turnover is now calculated based on average number of active team members across the year (including seasonal), whereas in FY20 it was calculated based on active team members as 30 June.

Team member turnover by gender – GRI 401-1b		
Female	2256	33.42%
Male	2968	39.21%

Total turnover includes seasonal team members engaged by the Group during FY21, as per GRI requirements. The methodology used to calculate team member turnover changed in FY21. Team member turnover is now calculated based on average number of active team members across the year (including seasonal), whereas in FY20 it was calculated based on active team members as 30 June.

Team member turnover by age group – GRI 401-1b		
Under 30	3995	43.22%
30 - 50 Years	973	24.11%
Over 50 Years	256	24.50%

Total turnover includes seasonal team members engaged by the Group during FY21, as per GRI requirements. The methodology used to calculate team member turnover changed in FY21. Team member turnover is now calculated based on average number of active team members across the year (including seasonal), whereas in FY20 it was calculated based on active team members as 30 June.

Team member turnover by region – GRI 401-1b		
Australia	4841	36.00%
NZ	357	44.20%
China	26	40.31%

Total turnover includes seasonal team members engaged by the Group during FY21, as per GRI requirements. The methodology used to calculate team member turnover changed in FY21. Team member turnover is now calculated based on average number of active team members across the year (including seasonal), whereas in FY20 it was calculated based on active team members as 30 June.

Health and Safety Data

Team members covered by the health and safety system by region and gender – GRI 403-8					
	Australia	NZ	China	Total	% of Total Workforce
Female	6401	408	0	6809	47.6%
Male	7023	405	0	7428	51.9%
Total	13424	813	0	14237	99.5%

Note: Our safety management systems are internally and externally audited across the Group. Figures exclude operations in China (0.5% of the workforce) who comply with local legislation. Data covers the period of 1 July 2020 to 30 June 2021.

Number and rate of recordable work-related injuries - TRI and TRIFR results – GRI 403-9		
Business area	Team members	Non-team members*

	TRI	TRIFR	TRI	TRIFR
Supercheap Auto	43	9.01	0	0
BCF	22	8.75	0	0
Macpac	11	13.47	0	0
rebel	37	8.02	0	0
Supply Chain**	15	20.91	9	17.86
Corporate	1	1.44	0	0
SRG Group	129	9.13	9	17.86

Note: Musculoskeletal injuries are included in the work-related injury data as workers compensation systems in some jurisdictions SRG operate in, classifies these as injuries. Rates have been calculated for 1,000,000 hours worked. One musculoskeletal incident is included under both work-related ill health (GRI 403-10) and work-related injuries (GRI 403-9).

*Non-team members refer to labour hire who support our supply chain during peak load periods in manual task roles.

**The TRIFR for non-team members is higher than for team members. Generally, the work profile of the non-team members includes a higher proportion of manual tasks where there is an increased risk of injury per hours worked. These injuries are predominantly from sprains and strains. We continue to work on safety programs and technology to improve our manual tasks.

Main types of work-related injury - GRI 403-9		
Top 4 Injury Types Mechanism	Number of work-related injuries	
	Team members	Non-team members*
Hitting objects with body	663	23
Body Stressing	446	40
Being hit by moving objects	237	1
Slips trips & falls	144	8

*Non-team members relate to labour hire who support our supply chain during peak load periods in manual task roles. One musculoskeletal incident is included under both work-related ill health (GRI 403-10) and work-related injuries (GRI 403-9).

Note: An error was identified in the non-team member injury numbers by mechanism reported in FY20. The revised table is below:

Total non-team members work-related injuries	
Top 4 Injury Types Mechanism	Number of work-related injuries in FY20
Hitting objects with body	23
Body Stressing	41
Being hit by moving objects	3
Slips trips & falls	5

Number of hours worked - GRI 403-9		
Business area	Hours	
	Team members	Non-team members*
Supercheap Auto	4,774,955.04	0
BCF	2,514,085.28	0
Macpac	816,494.58	0
rebel	4,610,917.01	0
Supply Chain	717,257.10	503,872.75
Corporate	695,624.52	0
SRG Group	14,129,333.53	503,872.75

* Non-team members relate to labour hire.

Total Employee ill health – GRI 403-10	
Business Area	Number of ill health
Supercheap Auto	2
BCF	1
Macpac	0
rebel	1
Supply Chain	0
Corporate	0
SRG Group	4

One musculoskeletal incident is included under both work-related ill health (GRI 403-10) and work-related injuries (GRI 403-9).

Product Recalls Data

Description	FY18	FY19	FY20	FY21
No. of products recalled	1	1	5	2
Recall costs	\$ 51,500	\$ 72,200	\$ 131,200	\$ 160,240

Energy Use Data

Energy Use	Unit	FY17	FY18	FY19	FY20	FY21
Electricity	MWh	91,609	97,487	92,642	86,167	81,470

Carbon Emissions Data

Carbon Emissions	Unit	FY17	FY18	FY19	FY20	FY21
Scope 1*	tCO ₂ -e	738	961	932	900	945
Scope 2**	tCO ₂ -e	71,882	73,106	71,700	65,534	60,914
Total Emissions (scopes 1 & 2)	tCO ₂ -e	72,620	74,067	72,632	66,434	61,859
Carbon Emissions Intensity (total tCO ₂ e/\$1 million revenue)	tCO ₂ -e	32.5	30.5	26.8	23.5	17.93

* Scope 1 emissions are direct emissions from owned or controlled sources e.g. emissions from the use of natural gas and LPG used in our operations.

** Scope 2 emissions are indirect emissions from the generation of purchased energy.

United Nations Global Compact

Principles	Document Reference	Section Reference	Page Number
Human Rights			
Principle 1 Protection of Human Rights	2021 Sustainability Report 2020 Modern Slavery Statement Responsible Sourcing Policy Responsible Sourcing Code	Responsible sourcing	17-19
Principle 2 No Complicity in Human Rights Abuses	2021 Sustainability Report 2020 Modern Slavery Statement Responsible Sourcing Policy Responsible Sourcing Code	Responsible sourcing	17-19
Labour			
Principle 3 Freedom of Association and Collective Bargaining	2021 Sustainability Report Responsible Sourcing Policy Responsible Sourcing Code Union Representation and Membership Policy	Enabling a diverse and inclusive team; Enterprise agreements; Responsible sourcing	24-25; 17-19
Principle 4 Elimination of Forced and Compulsory Labour	2021 Sustainability Report 2020 Modern Slavery Statement Responsible Sourcing Policy Responsible Sourcing Code	Responsible sourcing	17-19
Principle 5 Abolition of Child Labour	2021 Sustainability Report 2020 Modern Slavery Statement Responsible Sourcing Policy	Responsible sourcing	17-19

Principles	Document Reference	Section Reference	Page Number
	Responsible Sourcing Code		
Principle 6 Elimination of Discrimination	2021 Sustainability Report Responsible Sourcing Policy Responsible Sourcing Code Code of Conduct Diversity and Inclusion Policy	Enabling a diverse and inclusive team	24-25
Environment			
Principle 7 Precautionary Approach	This table	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts	-
Principle 8 Environmental Responsibility	2021 Sustainability Report	Caring for our natural environment	27-35
Principle 9 Environmentally Friendly Technologies	2021 Sustainability Report	Caring for our natural environment	27-35
Anti-Corruption			
Principle 10 Work against Corruption	Anti-corrupt Practices Policy Whistleblower Policy Responsible Sourcing Policy Responsible Sourcing Code	-	-

Global Reporting Initiative

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI102: General Disclosures					
Organisational Profile					
GRI 102-1 [Core]	Name of the organization	-	This index	Super Retail Group Limited	
GRI 102-2 [Core]	Activities, brands, products, and services	6-9	This Index; About us; Our brands	We do not sell products or services that are banned or that are the subject of public debate	
GRI 102-3 [Core]	Location of headquarters	-	This index	Strathpine, Qld, Australia	
GRI 102-4 [Core]	Location of operations	-	This index	Australia, New Zealand & China	
GRI 102-5 [Core]	Ownership and legal form	-	This index	Super Retail Group Limited is an ASX listed company	
GRI 102-6 [Core]	Markets served	-	This index	Australia and New Zealand	
GRI 102-7 [Core]	Scale of the organization	-	This index	Contained within our FY21 Annual Report, available on our corporate website and the Workforce Data section of this document	
GRI 102-8 [Core]	Information on employees and other workers	-	This index	Contained within the Workforce Data section of this document	
GRI 102-9 [Core]	Supply chain	17-19	Responsible sourcing		

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 102-10 [Core]	Significant changes to the organization and its supply chain	-	This index	No significant changes from previous period	
GRI 102-11 [Core]	Precautionary Principle or approach	-	This Index	The Group applies the precautionary approach by analysing, monitoring and taking actions to reduce its environmental impacts	
GRI 102-12 [Core]	External initiatives	13; 17; 30	This index; Transparency and openness, Responsible sourcing, Sustainable packaging	The Group is a signatory of the Australian Packaging Covenant and the United Nations (UN) Global Compact. We support the Fair Labour Association, the Universal Declaration of Human Rights, the Convention of Rights of the Child, the ILO Declaration on Fundamental Principles and Rights at Work and the UN Sustainable Development Goals	
GRI 102-13 [Core]	Membership of associations	13	This index; Transparency and openness	The Group maintains memberships with a number of associations and organisations, including the Australian Packaging Covenant, the United Nations (UN) Global Compact, the Australian Sporting Goods Association and the Australian Retailers Association	

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
Strategy					
GRI 102-14 [Core]	Statement from senior decision-maker	3	CEO's message		
Ethics and integrity					
GRI 102-16 [Core]	Values, principles, standards, and norms of behaviour	10; 14	Sustainability governance; Our values		
Governance					
GRI 102-18 [Core]	Governance structure	10	This Index; Sustainability governance	Contained within our FY21 Corporate Governance Statement and our FY21 Annual Report, available on our website	
Stakeholder Engagement					
GRI 102-40 [Core]	List of stakeholder groups	11	Focusing on what matters		
GRI 102-41 [Core]	Collective bargaining agreements	25	Enterprise agreements		
GRI 102-42 [Core]	Identifying and selecting stakeholders	11	Focusing on what matters		
GRI 102-43 [Core]	Approach to stakeholder engagement	11	Focusing on what matters		
GRI 102-44 [Core]	Key topics and concerns raised	11-12	Focusing on what matters		
Reporting Practice					

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 102-45 [Core]	Entities included in the consolidated financial statements	-	This index	Contained within our FY21 Annual Report	
GRI 102-46 [Core]	Defining report content and topic Boundaries	11-12	Focusing on what matters		
GRI 102-47 [Core]	List of material topics	12	Focusing on what matters		
GRI 102-48 [Core]	Restatements of information	-	This index	The TRIFR result compared to the previous year (page 22 of our FY21 Sustainability Report). Recalculated FY20 TRIFR to be 10.83. This reflects ongoing maturity of our reporting data	
GRI 102-49 [Core]	Changes in reporting	-	This index	No changes in reporting this year	
GRI 102-50 [Core]	Reporting period	-	This index	1 July 2020 to 30 June 2021. Financial and Health and Safety data covers the period of 28/06/20 to 26/06/21 (unless noted otherwise)	
GRI 102-51 [Core]	Date of most recent report	-	This index	2020 Sustainability Report (1 July 2019 to 30 June 2020)	
GRI 102-52 [Core]	Reporting cycle	-	This index	Annual	
GRI 102-53 [Core]	Contact point for questions regarding the report	2	About this report		
GRI 102-54 [Core]	Claims of reporting in accordance with the GRI Standards	2	About this report		

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 102-55 [Core]	GRI content index	-	This index		
GRI 102-56 [Core]	External assurance	37	Assurance statement from EY		
Specific Standard Disclosures					
GRI Standard	Disclosure	Page Number	Section	Notes	Omission
200 (Economic Topics)					
GRI 201: Economic Performance 2016					
GRI 103	Explanation of the material topic and its boundary	6; 8-9; 13-14; 15-16	This index; About us; Our brands; Supporting communities that support us; Our community partnerships	The Group supports the economy through taxes, job creation (directly and indirectly), and support to the community and local trade partners. For detailed information about our economic performance and materiality issues please refer to our FY21 Annual Report, available on our corporate website	
GRI 201-1	Direct economic value generated and distributed	6; 13-14; 15-16; 34-35	This index; About us; Our brands; Supporting communities that support us; Our community partnerships; Protecting waterways and nature	Contained within our FY21 Annual Report, available on our corporate website	

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 201-2	Financial implications and other risks and opportunities due to climate	27-35	Caring for our natural environment		
GRI 203-2	Significant indirect economic impacts	-	This index	We contribute to job creation and wages through our supply chain	
300 (Environmental topics)					
GRI 305: Emissions 2016					
GRI 103	Explanation of the material topic and its boundary	27	Doing our share in protecting the places we love to play in		
GRI302-1	Energy consumption within the organization	27-28	This Index; Responding to climate change	Contained within the Energy Use Data section of this document	
GRI302-3	Energy intensity	28	This Index; Responding to climate change	Contained within the Carbon Emissions Data section of this document	
GRI 305-1	Direct (Scope 1) GHG emissions	28	This Index; Responding to climate change	Contained within the Carbon Emissions Data section of this document. Emissions in Australia calculated using the emission factors in the Australia National Greenhouse and Energy	

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
				Reporting (Measurement) Determination 2008 (as amended). Emissions in NZ calculated using the emission factors in the Measuring Emissions: A Guide for Organisations, 2020 Detailed Guide (NZ)	
GRI 305-2	Energy indirect (scope 2) GHG Emissions	28	This Index; Responding to climate change	Contained within the Carbon Emissions Data section of this document. Emissions in Australia calculated using the emission factors in the Australia National Greenhouse and Energy Reporting (Measurement) Determination 2008 (as amended). Emissions in NZ calculated using the emission factors in the Measuring Emissions: A Guide for Organisations, 2020 Detailed Guide (NZ)	
GRI 305-5	Reduction of GHG emissions	27-28	Responding to climate change		
GRI 306: Waste 2020					
GRI 103	Explanation of the material topic and its boundary	29; 31-32	Sustainable packaging; Sustainable products; Promoting reduce-reuse-recycle; Product stewardship		

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 306-2	Management of significant waste-related impacts	29-32	This index; Sustainable packaging; Sustainable products; Promoting reduce-reuse-recycle; Product stewardship	SRG has contracts in place with waste providers in Australia and NZ to manage our waste in accordance with legal requirements. Waste-related data is captured by our waste providers and reported monthly to the Group	
GRI 306-3	Waste generated	32-33	Promoting reduce-reuse-recycle		
GRI 307: Environmental Compliance 2016					
GRI 103	Explanation of the material topic and its boundary	27-33	Caring for our natural environment		
GRI 307-1	Non-compliance with environmental laws and regulations	-	This index	We are not aware of any incidents related to non-compliance with environmental laws and regulations resulting in significant fines and non-monetary sanctions during the reporting period	
400 (Social topics)					
Labour Practices and Decent Work					
GRI 401: Employment 2016					

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 103	Explanation of the material topic and its boundary	21	Passionately supporting our team		
GRI 401-1	New employees hires and employee turnover	-	This index	Contained within the <u>Workforce Data section</u> of this document	
GRI 403: Occupational Health and Safety 2018					
GRI 103	Explanation of the material topic and its boundary	22-23	Keeping our team safe		
GRI 403-1	Occupational health and safety management system	22-23	Keeping our team safe		
GRI 403-2	Hazard identification, risk assessment and incident investigation	22-23	Keeping our team safe		
GRI 403-3	Occupational health services	22-23	Keeping our team safe		
GRI 403-5	Worker training on occupational health and safety	22-23	Keeping our team safe		

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 403-6	Promotion of worker health	22-23	Keeping our team safe		
GRI 403-8	Workers covered by an occupational health and safety management system	-	This index	Contained within the <u>Health & Safety data section</u> of this document	
GRI 403-9	Work-related injuries	-	This index	Contained within the <u>Health & Safety data section</u> of this document 1. There were no fatalities as a result of work-related employee injury in FY21. 2. Number and rate of high-consequence work-related injuries (excluding fatalities). We don't have this information due to the complexity of the definition. We are investigating how to capture and accurately report against this definition. Data excludes China operations	Quantitative data
GRI 403-10	Work-related ill health	-	This index	There were no fatalities as a result of team member and non-team work-related ill health in FY21. There were 4 recordable work-related cases of ill health for team members in FY21. They related to musculoskeletal (1) and	

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
				mental disease (3). Recordable work-related ill health data is not available for non-employees. Based on SRG's risk themes work-related hazards that pose a risk of ill health includes mental health and fitness for work; overexertion / repetitive Strain; exposure to biological hazards; and exposure to chemicals and hazardous substances. Mental health and fitness for work; and overexertion / repetitive strain have caused or contributed to cases of ill health during FY21. Data excludes China operations	
GRI 404: Training and Education 2016					
GRI 103	Explanation of the material topic and its boundary	26	Investing in continuous learning and development		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	26	Investing in continuous learning and development		
GRI 405: Diversity and Equal Opportunity 2016					

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 103	Explanation of the material topic and its boundary	24	Enabling a diverse and inclusive team		
GRI 405-1	Diversity of governance bodies and employees	-	This index	Contained within the Workforce Data section of this document	
Human Rights					
GRI 407: Freedom of Association and Collective Bargaining 2016					
GRI 103	Explanation of the material topic and its boundary	17-19	Responsible sourcing		
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	17-19	Responsible sourcing		
GRI 408: Child Labour 2016					
GRI 103	Explanation of the material topic and its boundary	17-19	Responsible sourcing		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	17-19	This index; Responsible sourcing	Contained within our 2020 Modern Slavery Statement , available on our website	
GRI 409: Forced or Compulsory Labour 2016					
GRI 103	Explanation of the material topic and its boundary	17-19	Responsible sourcing		

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	17-19	This index; Responsible sourcing	Contained within our 2020 Modern Slavery Statement , available on our website	
GRI 414: Supplier Social Assessment 2016					
GRI 103	Explanation of the material topic and its boundary	17-19	Responsible sourcing		
GRI 414-1	New suppliers that were screened using social criteria	17-19	Responsible sourcing	We are unable to establish the accurate number of new suppliers that were screened using social criteria due to different record keeping systems	Quantitative data for service suppliers
GRI 414-2	Negative social impacts in the supply chain and actions taken	17-19	Responsible sourcing		
Society					
Product Responsibility					
GRI 416: Customer Health and Safety 2016					
GRI 103	Explanation of the material topic and its boundary	20	Product safety		
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	20	Product safety		

GRI Standard	Disclosure	Page No. in FY21 Sustainability Report	Section	Notes	Omission
GRI 417: Marketing and Labelling 2016					
GRI 103	Explanation of the material topic and its boundary	20	Responsible marketing		
GRI 417-3	Incidents of non-compliance concerning marketing communications	20	Responsible marketing		
GRI 418: Customer Privacy 2016					
GRI 103	Explanation of the material topic and its boundary	20	Respecting privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	20	Respecting privacy		
GRI 419: Socioeconomic Compliance 2016					
GRI 103	Explanation of the material topic and its boundary	20; 25	Product safety; Respecting privacy; Improving governance for employment arrangements		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	25	Improving governance for employment arrangements		

Sustainability Accounting Standards Board (SASB) Disclosure

Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
CG-MR-130a.1	Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FY21 Sustainability Report ; this document	Responding to climate change; Energy Use Data section ; Carbon Emissions section	27-28	(1) Total electricity usage reported in MWh; (2) We use 100% grid electricity
CG-MR-230a.1	Data Security	Description of approach to identifying and addressing data security risks	FY21 Annual Report Annual Corporate Governance Statements	3.2 (f) Information and technology – Cyber security Principle 7 – Recognise and manage risk	39 -	Data security risks are managed in accordance with the Group's Risk Management Framework
CG-MR-230a.2		1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	FY21 Sustainability Report	Respecting Privacy	20	
CG-MR-310a.1	Labour Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	This document	This table	-	(1) Average hourly wage not currently disclosed; (2) 100% of in-store employees earn minimum wage, in accordance with legal requirements in Australia & NZ
CG-MR-310a.2		(1) Voluntary and (2) involuntary turnover rate for in-store employees	This document	Workforce data section	4-5	Total turnover rate disclosed includes all employees
CG-MR-310a.3		Total amount of monetary losses as a result of legal proceedings associated with labour law violations	FY21 Sustainability Report	Improving governance for employment arrangements	25	
CG-MR-330a.1	Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	This document	Workforce Data section	2-3	Total percentage of gender group representation disclosed for all employees; Information related to

Code	Topic	Accounting/ Activity Metric	Document Reference	Section Reference	Page Number	Notes
						racial/ethnic group representation not disclosed
CG-MR-330a.2		Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	This document	This table	-	The Group did not have monetary losses as a result of legal proceedings associated with employment discrimination
CG-MR-410a.1	Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	This document	This table	-	Information not currently disclosed
CG-MR-410a.2		Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	FY21 Sustainability Report	Product safety	20	Risks and and/or hazards associated with chemicals in products are managed through our product compliance process
CG-MR-410a.3		Discussion of strategies to reduce the environmental impact of packaging	FY21 Sustainability Report	Sustainable packaging; Promoting reduce-reuse-recycle	30-32	
CG-MR-000.A	Activity	Number of: (1) retail locations and (2) distribution centers	FY21 Sustainability Report	About us	6	
CG-MR-000.B	Activity	Total area of: (1) retail space and (2) distribution centers	This document	This table	-	Total area of (1) retail space: 733,727.20 sqm; (2) distribution centres: 185,117.90 sqm

* Disclosure refers to Consumer Goods Sector - Multiline and Specialty Retailers & Distributors