



WOOLWORTHS HOLDINGS LIMITED
2019 Glossary

GLOSSARY

ABBREVIATIONS USED IN THE SUSTAINABILITY REPORTING SUITE

A

ANLF: Australian Literacy and Numeracy Foundation, an organisation dedicated to raising language, literacy, and numeracy standards in Australia and raising funds to develop, implement and sustain innovative projects for individuals, families, and communities

APCO: Australian Packaging Covenant Organisation, a co-regulatory, not-for-profit organisation that partners with government and industry to reduce the harmful impact of packaging on the Australian environment

ASC: Aquaculture Stewardship Council, an independent, non-profit organisation and labelling organisation that establishes a protocol on farmed seafood while ensuring sustainable aquaculture

ASX: Australian Securities Exchange, Australia's primary securities exchange

B

BBBEE: Broad-Based Black Economic Empowerment

BCI: Better Cotton Initiative, a non-profit organisation that promotes better standards in cotton farming and practices

BEE: Black Economic Empowerment

BONSUCRO: An international not-for-profit, multi-stakeholder organisation established in 2008 to promote sustainable sugar cane

BST: A naturally occurring hormone produced by dairy cows to regulate their milk production

C

CGCSA: Consumer Goods Council of South Africa, a non-profit organisation representing the interests of more than 12 000 member companies engaged in the manufacture, retail, wholesale, and distribution of consumer goods

CDP (formerly Carbon Disclosure Project): A not-for-profit organisation that supports companies and cities to disclose their environmental impacts. It aims to make environmental reporting and risk management a business norm and drives disclosure, insight, and action towards a sustainable economy

CPC: Connected People Council: A collective forum of Woolworths' senior executives from across the business. It is chaired by the Woolworths SA CEO, and its purpose is to improve the employee experience across all aspects – physical, emotional, and technological

CRG: Country Road Group Proprietary Limited, a trading subsidiary of Woolworths Holdings Limited

D

DC: Distribution centre

DJ: David Jones Proprietary Limited, a trading subsidiary of Woolworths Holdings Limited

dti: Department of Trade and Industry

E

EAP: Employee Assistance Programme, an employee benefit programme that assists employees with personal and/or work-related problems that may impact their job performance, health, and mental and emotional wellbeing

EE: Employment Equity

EEO: Compulsory Equal Employment Opportunity

EFI: Ethical Fashion Initiative, a programme that acts as a bridge, connecting marginalised artisan communities with global lifestyle brands

EPI100: Energy Productivity 100, an initiative of The Climate Group to help companies double their energy productivity

EY: Ernst & Young Inc.

F

FBH: Fashion, Beauty and Home

FSC: Forest Stewardship Council, an international non-profit, multi-stakeholder organisation which aims to promote responsible management of the world's forests

FY: Financial Year

G

GBCSA: Green Building Council of South Africa, an organisation overseeing green building in South Africa. The GBCSA developed the Green Star SA rating tools to provide the property industry with an objective measurement tool for green buildings and to recognise and reward environmental leadership in the property industry

GBJ: The Good Business Journey, Woolworths Holdings Limited's programme to assist it in achieving its vision of becoming one of the world's most responsible retailers

GCX: Global Carbon Exchange, a boutique sustainability advisory firm

G (Continued)

GMO: Genetically modified organisms: a plant, animal, microorganism or other organisms whose genetic makeup has been modified in a laboratory using genetic engineering or transgenic technology

H

HDPE: High Density Polyethylene, a thermoplastic polymer produced from the monomer ethylene

HDSA: Historically Disadvantaged South Africans

J

JSE: Johannesburg Stock Exchange, South Africa's primary securities exchange

K

KPI: Key Performance Indicator

L

LWG: Leather Working Group, a collection of member brands, retailers, product manufacturers, leather manufacturers, chemical suppliers, machinery suppliers, technical experts, and other service providers that work together to maintain environmental stewardship protocols specifically for the leather manufacturing industry

M

MSC: Marine Stewardship Council, an independent, non-profit organisation which sets a standard for sustainable fishing

MSG: Monosodium glutamate

MySchool MyVillage MyPlanet: One of South Africa's biggest community fundraising programmes. Funds are raised for schools, charities and environmental organisations through a card system that allows supporters to raise funds for their beneficiary (school or charity) every time they shop at Woolworths or our partner stores. Partners make a contribution on behalf of the supporter/cardholder to the beneficiaries the supporters have selected.

N

NECT: National Education Collaboration Trust, an organisation dedicated to strengthening partnerships within civil society and between civil society and government in order to achieve South Africa's national goals for basic education

NGER: National Greenhouse and Energy Reporting Act, an Australian national framework for corporations to report greenhouse gas (GHG) emissions, energy consumption, and energy production

O

OCRF: Ovarian Cancer Research Foundation

OPRL: On-pack Recycling Labelling, a simple and clear system of indicating recyclability of product packaging

P

PET: Polyethylene terephthalate, a plastic resin and a form of polyester

PETCO: The trading name of the PET Recycling Company NPC, a company incorporated in 2004 to represent the South African PET plastic industry's joint effort to self-regulate post-consumer polyethylene terephthalate (PET) recycling

POLYCO: The Polyolefin Responsibility Organisation NPC, a not-for-profit industry body that was established in 2011 to focus on reducing the amount of polyolefin waste going to landfill by increasing the sustainable collection, recycling, recovery, and beneficiation of polyolefin plastics

PVC: Polyvinyl chloride, a synthetic plastic polymer

R

RAP: Reconciliation Action Plan

rBST: A synthetic version of BST, often given to cows to increase their milk production

RDS: Responsible Down Standard, an independent, voluntary global standard which aims to ensure that down and feathers come from animals that have not been subjected to unnecessary harm

rHDPE: Recycled High Density Polyethylene

RSPCA: Royal Society for the Prevention of Cruelty to Animals, a charity that promotes animal welfare

R (Continued)

RSPO: Roundtable for Sustainable Palm Oil, a non-governmental organisation whose objective is to promote the growth and use of sustainable oil palm products through credible global standards and engagement of stakeholders

RTRS: Roundtable for Responsible Soy, an initiative formed by multiple parties, including soy producers, retailers, and civil society organisations, to promote sustainable soy production and trade on a global level

S

SA-EU DF: South Africa-European Union Dialogue Facility

SAICA: South African Institute of Chartered Accountants

SETA: Sector Education and Training Authority

SI: Sustainability Institute, an international living and learning centre providing learning experiences in ecology, community, and spirit

SIZA: Sustainability Initiative of South Africa, a membership-based, freestanding, non-profit company designed to assist farmers with ethical labour and environmental practice compliance. It is a South African standard – developed, owned and operated in South Africa but aligned to global best practices

SMETA: SEDEX Members' Ethical Trade Audit, an ethical audit format which reports on Sedex's four pillars of Labour, Health and Safety, Environment, and Business Ethics

SUSFARMS®: A sustainable sugarcane farm management framework

T

TVET: Technical and Vocational Education and Training

U

UNGC: United Nations Global Compact, a voluntary initiative based on company CEO commitments to implement universal sustainability principles and to take steps to support UN goals

UNICEF: United Nations International Children's Emergency Fund, a charity working to improve the lives of children and their families

UN SDGs: United Nations Sustainable Development Goals, a call for action by UN member states to promote prosperity while protecting the environment in order to achieve a better world for people and our planet by 2030

W

WASH: Water, sanitation, and hygiene

WFI: Water Footprint Index, a customised water tool for farmers on Woolworths Farming for the Future programme to track water use, efficiency, and wastewater

WFS: Woolworths Financial Services Proprietary Limited, a joint venture between Woolworths and Absa Bank that supports the Woolworths retail business by providing financial services to Woolworths' customers

WHL/WHL Group: Woolworths Holdings Limited, a southern hemisphere retail Group that has been listed on the Johannesburg Stock Exchange Limited (JSE) since 1997. It is one of the top JSE-listed companies. The Group trades through three operating subsidiaries, including Woolworths Proprietary Limited (Woolworths or WSA), Country Road Group Proprietary Limited (Country Road Group or CRG), and David Jones Proprietary Limited (David Jones or DJ). Woolworths Financial Services Proprietary Limited (WFS) is a joint venture with Absa Bank, which holds the controlling interest

WIETA: Wine and Agricultural Ethical Trade Association, an association that drives a sustainable ethical trade programme for the South African wine industry and aligned sectors. WIETA is also a globally recognised ethical auditing body registered with the Global Social Compliance Programme (GSCP)

Woolworths/Woolworths SA/WSA: Woolworths Proprietary Limited, a trading subsidiary of Woolworths Holdings Limited

WRAP: A not-for-profit organisation dedicated to promoting safe, lawful, humane, and ethical manufacturing around the world through certification and education. The WRAP certification programme mainly focuses on the apparel, footwear and sewn products sectors

WWF-SA: Worldwide Fund for Nature South Africa, a non-governmental organisation that is dedicated to protecting South Africa's natural heritage. This includes plant and animal species and people

Y

YES: Youth Employment Service, an organisation aimed at benefitting one million South African youth, launched by the President of the Republic of South Africa in March 2018



GLOSSARY OF TERMS USED IN THE SUSTAINABILITY REPORTING SUITE

B

Bangladesh Accord on Fire and Building Safety: An independent and legally binding agreement between brands and trade unions to work together towards a safe and healthy garment and textile industry in Bangladesh

C

Canopy: A non-profit environmental organisation dedicated to protecting the world's forests, species, and climate

Carbon dioxide equivalent (CO₂e): A measure used to compare the emissions from various types of greenhouse gases (GHG) based on their global warming potential (GWP)

Carbon footprint: The total amount of greenhouse gas emissions released into the atmosphere as a result of the activities of a particular individual, organisation, or community

Commodity: A raw material or primary agricultural product that can be bought and sold, for example, cotton or palm oil

Context-based water target: A specific, time-bound objective that sets the desired outcome to include both a component that speaks to the company's water performance and a component that speaks to the water basin's conditions

D

Detox: A programme championed by Greenpeace for the removal of hazardous chemicals from the production of clothing garments

E

Energy productivity: An indicator of the amount of economic output that is derived from each unit of energy consumed

ETI base code: The ETI Base Code is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice

F

Farming for the Future: A holistic and scientific farming approach developed as part of Woolworths Good Business Journey to produce quality food, improve soil quality, save water, and reduce dependence on synthetic fertilisers, herbicides and pesticides while protecting natural resources

F (Continued)

Fishing for the Future: Woolworths' approach to procuring responsibly sourced seafood as part of its Good Business Journey

G

GHG Protocol Corporate Standard: A standard that provides requirements and guidance for companies and other organisations preparing a GHG (greenhouse gas) emissions inventory (carbon footprint)

Global Reporting Initiative (GRI) Standard: A widely adopted global standard for sustainability reporting

Green factories programme: A Woolworths' supplier self-assessment covering sustainability management, water, energy, climate change, waste, food waste, human rights, employee wellbeing, packaging, transformation, and responsible sourcing. Based on the score, suppliers are ranked according to their performance with a red, bronze, silver or gold rating

Greenhouse gas (GHG) emissions: Emissions of gases, both natural and anthropogenic, that trap heat in the atmosphere and cause the greenhouse effect

I

Internal green building protocol: A Woolworths specification for the design of new stores which stipulates various eco-friendly requirements, with an internal rating of platinum, gold or silver awarded depending on which requirements are met by each new store

International Integrated Reporting Council (IIRC): The IIRC is a global coalition of regulators, investors, companies, standard setters, the accounting profession and NGOs. The coalition is promoting communication about value creation as the next step in the evolution of corporate reporting

International Labour Organisation (ILO) conventions: International labour standards and legal instruments drawn up by the ILO's constituents (governments, employers, and workers) setting out basic principles and rights at work

K

King IV™ Report on Corporate Governance in South Africa, 2016: South Africa's code of corporate governance

M

Mass balance: The purchase of 100% certified sustainable commodity equivalent to the volume of commodity needed for a certain product (rangel). The certified commodity physically enters the supply chain but is not necessarily physically separated (segregated) from non-certified commodity throughout the whole chain. This process minimises logistical barriers related to sustainable commodity uptake and means that certified farmers still fully benefit from the better conditions

Mulesing: A painful surgical procedure involving the removal of strips of wool-bearing skin from around the breech of a sheep to prevent the parasitic infection known as flystrike

P

Plant-based: Plant-based products encompass a spectrum of eating patterns that focus on eating whole plants, including vegetables, fruits, whole grains, nuts, seeds, and legumes, and eating fewer or no animal products

Primary suppliers: A supplier that supplies Woolworths directly

Private label products: Goods that are manufactured or produced for and sold under the name of one of Woolworths Holdings Limited's trading subsidiaries

R

Responsible sourcing: The process of procuring key raw commodities that are produced in ways that benefit the people that grow and harvest them and minimise environmental impacts

S

Science-based targets: Reduction targets adopted by companies to reduce greenhouse gas (GHG) emissions in line with the latest climate science in order to meet the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels

Scope 1 emissions: Greenhouse gas emissions from sources that are owned or controlled by the reporting company

Scope 2 emissions: Greenhouse gas emissions from the generation of electricity, heat, or steam that has been purchased by the reporting company

Scope 3 emissions: This includes all other indirect greenhouse gas emissions that occur in a company's value chain

S (Continued)

Secondary suppliers: An indirect supplier to Woolworths, i.e., a supplier who supplies to a Woolworths supplier

SEDEX: A not-for-profit membership organisation for businesses committed to the continuous improvement of ethical performance within their supply chains

SEDEX Members Ethical Trade Audit (SMETA): An ethical audit format which reports on SEDEX's four pillars of Labour, Health and Safety, Environment, and Business Ethics

Sustainability attributes: A product characteristic that contributes to minimising the social and/or environmental impacts of a Woolworths Holdings Limited private label product at one or more stages of the value chain

Sustainable fibres: Fabrics produced in a responsible way, derived from sustainable sources and supported by good farming practices

T

Tencel™/Lyocell: A biosynthetic fibre made from rapidly growing eucalyptus tree pulp

V

Vancouver Declaration: A public promise made by companies across the globe to work towards more sustainable sourcing of forest products. It also acts as an endorsement of Forest Stewardship Council (FSC) as the supplier of choice for certification of forest products

W

Water resilience: The ability to resist, absorb, accommodate, and recover from water-related hazards in a timely and efficient manner

Water stewardship: The use of freshwater that is socially equitable, environmentally sustainable, and economically beneficial, achieved through a stakeholder-inclusive process that involves site- and catchment-based actions

We Mean Business Coalition: A global non-profit coalition working with the world's most influential businesses to take action on climate change

WWF-SA's Water Balance project: A project that aims to protect some of South Africa's most important water source areas through the removal of alien (invasive) vegetation

**To find out more about
what we're doing, visit**

**We appreciate any feedback on our Good Business Journey Report.
Please contact GoodBusinessJourney@woolworths.co.za**
