

WOOLWORTHS HOLDINGS LIMITED

# GOOD BUSINESS JOURNEY REPORT

2023 GRI CONTENT INDEX

START

# GRI CONTENT INDEX

*To find the information relating to each of the GRI disclosures, download our full Good Business Journey Report and accompanying additional documents, which form part of our sustainability and integrated reporting suite. For a detailed explanation of the GRI disclosures, visit the Global Reporting Initiative website: [www.globalreporting.org](http://www.globalreporting.org).*

STATEMENT OF USE	Woolworths Holdings Limited has reported the information cited in this GRI content index for the 52-week period ending 25 June 2023 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

## ABBREVIATIONS

### THE FOLLOWING COMPANY ABBREVIATIONS ARE USED:

- WHL: Woolworths Holdings Limited
- WSA: Woolworths South Africa
- CRG: Country Road Group

### THE FOLLOWING ABBREVIATIONS ARE USED FOR VARIOUS SOURCES OF INFORMATION:

- GBJ: Good Business Journey Report for WHL Group 2023
- GBJ: Key Sustainability Indicators
- GBJ: Stakeholder Engagement
- GBJ: Carbon Footprint Verification Statement
- GBJ: Glossary
- GBJ: Assurance Summary
- GBJ: Position Statements, Guidelines, and Policies
- GBJ: External Recognition
- AFS: Annual Financial Statements of WHL Group 2023
- IR: Integrated Report for WHL Group 2023
- AGM: Annual General Meeting Notice for WHL Group 2023
- Web: Pages on our [www.woolworths.co.za/goodbusinessjourney](http://www.woolworths.co.za/goodbusinessjourney) website

### THE FOLLOWING ABBREVIATIONS ARE USED FOR CHAPTERS IN THE GBJ REPORT:

- GBJ-MS: Managing Sustainability
- GBJ-PT: People
- GBJ-SD: Social Development
- GBJ-HW: Health and Wellness
- GBJ-ES: Ethical Sourcing
- GBJ-SF: Sustainable Farming
- GBJ-WS: Packaging and Waste
- GBJ-WR: Water
- GBJ-EN: Energy and Climate Change

### THE FOLLOWING ABBREVIATIONS ARE USED FOR CHAPTERS IN THE IR:

- IR-GO: Our Governance
- IR-RR: Our Remuneration Report
- IR-SEC: Social and Ethics Committee Report

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	Woolworths Holdings Limited, headquartered in Cape Town, South Africa GBJ-MS: p 1-4 <a href="http://www.woolworthsholdings.co.za/overview/whl">www.woolworthsholdings.co.za/overview/whl</a>
	2-2 Entities included in the organisation's sustainability reporting	GBJ: II WFS, a joint venture, is excluded from data and information included in the GBJ Report
	2-3 Reporting period, frequency, and contact point	GBJ: I, back page
	2-4 Restatements of information	GBJ: Key Sustainability Indicators
	2-5 External assurance	GBJ: I GBJ: ERM Independent Limited Assurance Report GBJ: Assurance Summary GBJ: Assurance Criteria <a href="#">WHL Board Sustainability Committee Terms of Reference</a>
	2-6 Activities, value chain, and other business relationships	GBJ-MS: p 1-4 GBJ-ES: p 50 IR: p 1, 33-36
	2-7 Employees	GBJ-MS: p 4 GBJ: Key Sustainability Indicators
	2-9 Governance structure and composition	IR-GO: p 12-29
	2-10 Nomination and selection of the highest governance body	IR-GO: p 23
	2-11 Chair of the highest governance body	IR-GO: p 13
	2-12 Role of the highest governance body in overseeing the management of impacts	IR-GO: p 12-29
	2-13 Delegation of responsibility for managing impacts	GBJ-MS: p 9 <a href="http://www.woolworthsholdings.co.za/sustainability/governance-and-management/">www.woolworthsholdings.co.za/sustainability/governance-and-management/</a>
	2-14 Role of the highest governance body in sustainability reporting	GBJ: I IR-GO: p 20 and 29 <a href="#">WHL Board Sustainability Committee Terms of Reference</a>
	2-15 Conflicts of interest	IR-GO: p 15, 17
	2-16 Communication of critical concerns	IR-SEC: p 96, 101
	2-17 Collective knowledge of the highest governance body	IR-GO: p 21 GBJ-MS: p 9

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021 (CONTINUED)	2-18 Evaluation of the performance of the highest governance body	IR-GO: p 20, 21, 23
	2-19 Remuneration policies	IR-RR: p 102-122
	2-20 Process to determine remuneration	IR-RR: p 102-122
	2-21 Annual total compensation ratio	IR-RR: p 106, 116
	2-22 Statement on sustainable development strategy	GBJ-MS: p 6
	2-23 Policy commitments	GBJ-ES: p 52 GBJ: Position Statements, Guidelines, and Policies
	2-24 Embedding policy commitments	Throughout the GBJ Report
	2-25 Processes to remediate negative impacts	GBJ-ES: p 52-54 IR-SEC: p 96, 101
	2-26 Mechanisms for seeking advice and raising concerns	GBJ-ES: p 52-54 IR: p 30, 96, 101
	2-27 Compliance with laws and regulations	IR-GO: p 31
	2-28 Membership associations	GBJ-WS: p 75 GBJ-WR: p 84 GBJ-EN: p 105
	2-29 Approach to stakeholder engagement	GBJ-MS: p 12 GBJ: Stakeholder Engagement
2-30 Collective bargaining agreements	GBJ-PT: p 28 GBJ: Key Sustainability Indicators	
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	GBJ-MS: p 10 IR: p 53, 54
	3-2 List of material topics	GBJ-MS: p 10 IR: p 53, 54
	3-3 Management of material topics	Disclosed throughout the GBJ Report and Integrated Report
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	AFS: p 5-7, 9 GBJ-SD: p 30
	201-2 Financial implications, and other risks and opportunities due to climate change	GBJ: Task Force on Climate-related Financial Disclosures
	201-4 Financial assistance received from government	None

GRI STANDARD	DISCLOSURE	LOCATION
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	GBJ-PT: p 21 IR-RR: p 106, 116
	202-2 Proportion of senior management hired from the local community	GBJ-PT: p 15, 23-24 GBJ: Key Sustainability Indicators
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	GBJ-SD: p 29-37 GBJ-WR: p 91
	203-2 Significant indirect economic impacts	GBJ-PT: p 28 GBJ-SD: p 29-37
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	GBJ-PT: p 28 GBJ-ES: p 50-51
GRI 205: ANTI-CORRUPTION 2016	205-2 Communication and training about anti-corruption policies and procedures	IR: p28, 30, 101
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	IR-GO: p 31
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	GBJ-WS: p 74
GRI 302: ENERGY 2016	302-1 Energy consumption within the organisation	GBJ-EN: p 94 GBJ: Key Sustainability Indicators
	302-3 Energy intensity	GBJ-EN: p 94 GBJ: Key Sustainability Indicators
	302-4 Reduction of energy consumption	GBJ-EN: p 94
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	GBJ-WR: p 83-91
	303-5 Water consumption	GBJ-WR: p 85
GRI 304: BIODIVERSITY 2016	304-2 Significant impacts of activities, products, and services on biodiversity	GBJ-ES: p 49-61 GBJ-SF: p 62-71 GBJ-PW: p 72-82 GBJ-WR: p 87-90 GBJ-EN: p 104-105
	304-3 Habitats protected or restored	GBJ-SF: p 65

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	GBJ-EN: p 93, 97-99 GBJ: Key Sustainability Indicators
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	GBJ-EN: p 99 GBJ: Key Sustainability Indicators
GRI 306: WASTE 2020	306-2 Management of significant waste-related impacts	GBJ-WS: p 72-82
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-2 Negative environmental impacts in the supply chain, and actions taken	GBJ-ES: p 53
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	GBJ-PT: p 16 GBJ: Key Sustainability Indicators
	401-3 Parental leave	GBJ-PT: p 27
GRI 402: LABOUR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	GBJ: Key Sustainability Indicators
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-6 Promotion of worker health	GBJ-HW: p 39-43
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-9 Work-related injuries	GBJ-HW: p 43 GBJ: Key Sustainability Indicators
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	GBJ: Key Sustainability Indicators
	404-2 Programmes for upgrading employee skills, and transition assistance programmes	GBJ-PT: p 19-20
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	IR-GO: p 15 GBJ-PT: p 15 GBJ: Key Sustainability Indicators
	405-2 Ratio of basic salary and remuneration of women to men	IR-RR: p 116

GRI STANDARD	DISCLOSURE	LOCATION
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	All our suppliers and service providers, whatever their location, are bound by the WHL Group operating company Supplier Codes of Conduct. All our suppliers are regularly assessed against these. This means that all WHL suppliers must adhere to the principles it sets out.
GRI 408: CHILD LABOUR 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	GBJ-ES: p 48-61
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	GBJ-ES: p 52-54
	414-2 Negative social impacts in the supply chain, and actions taken	
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	None
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GBJ-HW: p 46
GRI 417: MARKETING AND LABELLING 2016	417-1 Requirements for product and service information and labelling	GBJ-HW: p 45 GBJ-WS: p 74
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

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

---

*For company-specific information, visit*

 [Country Road](#) | [Mimco](#) | [Trenery](#) | [Politix](#) | [Witchery](#)

---

*We appreciate any feedback on our Good Business Journey Report. Please contact [GoodBusinessJourney@woolworths.co.za](mailto:GoodBusinessJourney@woolworths.co.za)*